



Dear Readers,

as usual, we come to you with a selection of the most interesting HR news and topical issues of the past week.

NEW RULES ON COLLECTIVE BARGAINING

The Collective Agreements and Arrangements Act officially came into force on 13 December 2025. The most significant changes under this legislation include the introduction of an open list of matters that may be regulated by collective agreements, the option to conclude collective agreements for an indefinite period, the formal admission of a mediator to the consultation process, and the introduction of a mandatory requirement to register such agreements in the new electronic collective agreement registration system (KEUZP). The KEUZP register is scheduled to be launched within two years of the Act coming into effect. Following this, employers will be obligated to register their agreements within one year of the register's creation.

MINISTRY PUBLISHES GUIDE ON ASSESSING AND COMPARING JOB VALUE

The Ministry of Family, Labour and Social Policy has released a new guide providing essential guidelines for preparing to assess the value of work within an organisation, including a recommended methodology. The Ministry emphasizes the importance of conducting all comparisons and assessments impersonally, ensuring that the job position is measured against the organisation's objectives and strategies, rather than the individual holding the position. The guide structures the entire evaluation process into three distinct phases: preliminary, model preparation, and model testing.

COMPENSATION FOR LOST SHARE OPTIONS NOT EXEMPT FROM SOCIAL SECURITY CONTRIBUTIONS

The Social Insurance Institution (ZUS) has issued an interpretation regarding financial settlements with employees. The case concerned a company that believed compensation for the loss of the right to bonus shares, paid out when an employment contract ended, should benefit from contribution exemption, as is the case with standard severance pay. ZUS challenged this view, stating that the exemption from contributions is applicable only when the sole and direct reason for the payment is the termination of employment, meaning a close link between the compensation and the loss of the job must exist. ZUS concluded that, in this instance, the payment compensates for the loss of a specific asset (the shares) and is not strictly linked to the termination itself. Consequently, the benefit is subject to social security contributions. ZUS Interpretation ref. no.: I/100000/43/917/2025.

CLOAKROOM ATTENDANT IS NOT A SECURITY GUARD: NO PREFERENTIAL WORKING HOURS

The Chief Labour Inspectorate (GIP) has confirmed that an employee with a moderate disability employed as a cloakroom attendant must comply with standard protective working time limits: a maximum of seven hours per day and 35 hours per week. Despite the employee's duties including maintaining order and observing the surroundings, the GIP ruled that this does not qualify the role as a security guard. Consequently, the legal exception provided for persons 'guarding property' cannot be applied. The only way for the employee to work longer hours is by obtaining consent from an occupational physician, issued specifically at the request of the employee.

E-CONTRACT MANAGEMENT SYSTEM LAUNCHING JANUARY 2026

The government's new initiative for employment digitisation is set to be launched in January 2026. This voluntary and free system will enable micro-entrepreneurs and farmers to electronically conclude and archive various contracts, including employment contracts, service contracts, and commission contracts. Although initial access will be limited, the Ministry of Family, Labour and Social Policy is currently developing legislation intended to extend the system's availability to all businesses.

Please do not hesitate to contact us: Karolina Kanclerz, attorney-at-law, partner, **Sławomir Paruch**, attorney-at-law, partner, and **Oskar Kwiatkowski**, attorney-at-law, lawyer.

UPCOMING EVENTS

- **Webinar: Remotely, from the beach, on the phone – flexibility that works** - 16 December 2025, 11:00 – 11:45, online. Register: [here](#).
- **Webinar: Employee social media activity – what employers should know** - 18 December 2025, 11:00 – 11:45, online. Register: [here](#).
- **Workshops: Managing relations with trade unions. Partners in dialogue** - 8 January 2026, 11:00 – 11:45, online. Register: [here](#).
- **Conference: 10 key changes in HR law for 2026** - 15 December 2025, 11:00 – 12:50, online. Register: [here](#).