



Dear Readers,

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

CJEU: LEAVING THE CHURCH DOES NOT JUSTIFY DISMISSAL

According to the Court of Justice of the EU, an employee's decision to leave the church cannot, on its own, justify termination of employment. Dismissal may only be lawful if remaining a member is a genuine and essential requirement for the role, consistent with the organization's ethos and permitted by law. This assessment must be made by a national court. In practice, this means that leaving the church, if it does not affect the employee's ability to perform their duties, is not sufficient grounds for termination. Case no C/2024/4839.

LUNCH CARDS UNDER ZUS MICROSCOPE

Exemption from social security contributions for lunch cards – up to a monthly limit of 450 PLN – applies only when the funds are used to purchase ready-made meals. Social Insurance Institution (ZUS) confirms that employers are not required to review every transaction or collect receipts, provided they implement clear rules for card use and ensure that spending can be monitored. At the same time, the exemption does not cover purchases of ingredients for self-prepared meals or additional costs such as packaging fees. This highlights that the term "meal" is interpreted strictly when determining eligibility for the exemption. Gdańsk Office of the Social Insurance Institution Ruling of 16th January 2026, case no DI/100000/43/1208/2025.

GUS: FEWER JOB OPENINGS EXPECTED AS WAGE GROWTH STALLS

Data from Statistics Poland (GUS) shows that the average salary in the enterprise sector increased by 6,1% year-on-year in February 2026. However, this was below market expectations. Experts attribute the slowdown in wage pressure to growing economic uncertainty and the impact of the war in Iran, which is reducing demand for labour. In many sectors – particularly trade, as well as accommodation and food services – wage growth has weakened. The mining sector also saw a noticeable drop in bonus payments. Economists expect wage growth to continue slowing in the coming months, reaching an average of around 5,5% for the year.

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, senior lawyer.

UPCOMING EVENTS

- **Webinar: 10 key rules for combating workplace bullying – new regulations, approach no. 3** - 24 March 2026, 11:00 – 11:45, online. Register: [here](#).
- **Conference: Hiring and growing in CEE – employees, contractors, EoRs or TWAs?** - 25 March 2026. The event held in English. Register: [here](#).
- **HR Lab Gdańsk: Employee-creator & task-based working time in practice** - 26 March 2026, 11:00 – 14:00, Gdańsk. Register: [here](#).
- **Conference: ForTur Wrocław** - 8-9 April 2026, Wrocław. Register: [here](#).
- **HR Lab, Kraków: Pay transparency & corporate crisis management** - 9 April 2026, 11:00 – 14:00, Kraków. Register: [here](#).