

PCS GOOD MORNING HR | 36/26

Dear Readers,

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

10 GIP INTERPRETATION MAINTAINS EXISTING POSITION ON THE USE OF CIVIL LAW CONTRACTS

As part of the PIP's new powers, the Chief Labor Inspector has now issued the tenth individual interpretation. This time, the interpretation concerned individuals performing basic warehouse tasks under civil law contracts. The employer explained that these individuals carry out specific assignments and face no consequences if they choose not to accept them. Their working hours also depend on their individual availability. Despite this, the Chief Labor Inspector found that using civil law contracts in this case was not appropriate. The company's role in organizing the work indicated an employment relationship and justified reclassifying the contracts.

ZUS REPORTS LONGER SICK LEAVES

In the first half of 2026 ZUS noted that nearly one-third of all registered sick leave periods lasted between 11 and 30 days. While short-term absences still account for the largest share, ZUS notes a significant number of absences lasting more than a week and, in some cases, up to a month. This may increase the risk of staffing shortages and disrupt business operations. The main reasons for sick leaves include muscular and skeletal disorders, mental health conditions, and injuries or other health conditions resulting from external factors.

GIP INTERPRETATION CONFIRMS THAT DRIVERS CAN BE HIRED UNDER CIVIL LAW CONTRACTS

The Chief Labor Inspector noted in an individual interpretation that drivers performing transport services could be hired under civil law contracts. In the reviewed case, the company engaged drivers under civil law contracts to provide transport services alongside its regular employees. The arrangement allowed contractors to remain autonomous. The drivers only indicated when they were available and were not required to remain on constant standby. The volume of services also depended on the company's need. The Chief Labor Inspector also noted that the drivers could appoint a substitute to perform their duties, which supported the company's position.

POLISH DRIVERS JOIN COLLECTIVE LAWSUIT AGAINST UBER IN THE NETHERLANDS

Polish drivers who are members of the App Drivers Association (SKA) are joining a lawsuit against Uber (Dynamic Pay Claim), filed in Amsterdam by WIE International. The case concerns Uber's 2020 changes to its payment model, including the shift from rates based on time and distance to a less transparent algorithm that sets fares in real time. According to SKA, these changes have reduced drivers' earnings in Poland by an average of 20–30%. The drivers are seeking greater transparency around how the algorithms work, protection against automated decision-making, compensation for lost earnings, and an end to dynamic pricing.

"ADJUSTMENT DAY" AFTER TIME CHANGE

The Parliament received a petition introducing a one-day "Adjustment Day" after the clocks change. The time zones would remain unchanged, but on the Monday following the time change, schools, public offices and workplaces would start operating at different times. After the spring time change, the work and school day would start one hour later, for example at 9:00 a.m. instead of 8:00 a.m. In the fall, it would start one hour earlier, at 7:00 a.m. instead of 8:00 a.m. According to the petitioner, the solution would help reduce the negative effects of the time change, particularly sleep deprivation and the related risk of health problems and accidents.

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

- **Labor Law Guide: Workforce Restructuring, alternative flexible work models and New State Labor Inspectorate Powers** – September 8, 2026, 11:00 – 12:00, online. Register: *here*.
- **Webinar: Employer audits of sick leave (L4) usage** - September 9, 2026, 11:00 – 11:30, online. Register: *here*.
- **Investigations in practice – from evidence to a decision: Financial misconduct and conflicts of interest – using technology to preserve and analyze digital evidences** – September 10, 2026, 11:00 – 11:45, online. Register: *here*.
- **HR Lab Poznań: What's next for B2B & how to prepare to address workplace bullying, harassment or financial misconduct?** – September 30, 2026, 11:00 – 14:00, in person, Poznań. Register: *here*.

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