

SUBJECT	LEGAL CHANGE	ACTION REQUIRED
Sunday Trading		
Sunday Trading Ban	From March 1, 2018, it will generally be unlawful to trade or work on more than 2 Sundays per year. The current plan is to move to a complete ban on Sunday working by 2020. There will be some exceptions, including online trading organisations and certain small-scale entities (e.g. bakeries and petrol stations).	(1) Diarise the effective date and keep track of any new deadlines. (2) If applicable, and you are not exempt, review internal regulations regarding working schedules to ensure compliance.
Social Security		
Contributions	The plan is to remove completely the earnings threshold applied to social security contributions. This means social security contributions will be deducted from the entire salary amount, instead of the portion above the threshold. Effective: January 1, 2019.	Diarise the effective date, and ensure social security contributions are calculated and deducted correctly.
Data Privacy		
EU GDPR changes	A draft Bill has been put forward, which suggests a range of changes to Polish privacy law. The changes would be designed to bring Polish law in line with the EU General Data Protection Regulation. The draft is still being discussed, but is expected to be in effect on May 15, 2018.	Review internal regulations regarding data protection to comply with the GDPR and stay up-to-date with the current legal situation.
Sickness absence		
Medical e-Certificates	From July 1, 2018, medical certificates proving illness can only be issued electronically.	Review current sickness reporting procedure, and clarify the change with staff.
Trade Union		
Membership	A proposal has been put forward, which, if accepted, would give those employed under civil law contracts, the right to establish, and become a member of, a trade union. The lower house of the Polish parliament, the Sejm, is working on the Bill.	No action required at present, but stay up-to-date with the current legal situation.