

## Slawomir Paruch

Partner

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### Focus Areas

Business Restructuring and M&A  
Discrimination and Harassment  
Employee Benefits  
Litigation and Trials  
Unfair Competition and Trade Secrets

### Overview

For over 20 years, Slawomir Paruch has been advising companies on HR matters as one of the most eminent resources on Polish labor law in Poland, focusing in litigation, collective labor disputes, corporate restructuring, as well as collective and individual dismissals. He concentrates on cases involving trade unions as well as those related to mobbing, discrimination, overtime, and noncompetition agreements. He is experienced in the rules of remuneration and financial incentives for employees.

### Professional and Community Affiliations

- Member, European Employment Lawyers' Association
- Member, International Bar Association
- Chairman, Labor Law Association

### Recognition

- Named, Employment, *Chambers & Partners Europe*, 2020
- Recommended, Labor and Employment, *Who's Who Legal*, 2019, 2024
- Named, Employment, *Rzeczpospolita*, 2019
- Named, *The Best Lawyers in Poland*, 2018-2019
- Named, Employment, *Legal 500 EMEA*, 2018

## Education

Master of Polish Law, Adam Mickiewicz University, Poznań, 1999

## Bar Admissions

Poland

## Languages

Polish

English

## Publications & Press

### **Tackling the Pay Gap in Poland: From “Nice to Have” to Essential**

*Littler Insight*

May 17, 2024

### **Poland and Other Central-Eastern European Countries Focus on Their Global Mobility & Immigration Policies**

*Littler ASAP*

February 29, 2024

### **Minimum Wage Rises in Poland and Other Central and Eastern Europe Countries**

*Littler ASAP*

January 5, 2024

### **Can an inspector enter the employee's home? Remote work control policies**

*Gazeta Prawna*

June 18, 2023

### **Littler World Cup Matchups Part 1: Paid Vacation and Annual Leave**

*Littler Insight*

November 17, 2022

### **The interim management will not save the employees of companies subject to sanctions**

*Prawo.pl*

July 13, 2022

**The employer will have to justify the dismissal of the employee for a fixed period. What other changes to the amendment to the Labor Code?**

*Gazeta Prawna*

February 3, 2022

**The 9th edition of SEG's HR Congress of Stock Exchange Companies gathered over half a thousand participants**

*Strefainwestorow*

May 27, 2021

**The COVID-19 pandemic is affecting holidays**

*Gazeta Prawna*

February 17, 2021

**Anti-Covid Regulations from 2021: New overdue holidays, higher maximum severance pay**

*Gazeta Prawna*

January 4, 2021

**Slawomir Paruch: We have introduced a new quality in legal advice**

*Rzeczpospolita*

December 18, 2020

**COVID-19. Temporary workers in crisis are laid off overnight. They have a chance to get their money back**

*money.pl*

December 7, 2020

**The specter of compensation for employees. For COVID-19**

*Interia Biznes*

September 16, 2020

**"They drill, tap and listen to disco-polo." We ask what a remote employee can do when a neighbor is undergoing renovation**

*Money.pl*

September 10, 2020

**After the CJEU judgment, unlawful dismissals will be more expensive**

*Gazeta Prawna*

July 9, 2020

**Are you fired illegally? After returning to the company, you will recover a vacation for a period outside the company**

*Forsal.pl*

July 9, 2020

**Littler Expands to Poland with 20-Lawyer Firm Paruch Chrusciel Schiffter Joining its Global Platform**

*Littler Press Release*

June 1, 2020

## **Speaking Engagements**

**HR Law Poland – Executive Summary: From the U.S. to Europe**

November 25, 2022

**HR Law Poland – Executive Summary**

September 30, 2022

## **Books & Book Chapters**

- Labor Code 2020, *Dziennik Gazeta Prawna*, Co-author