

Written and sent to *Panstwowa Inspekcja Pracy* on October 30th of 2019.

From:

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To:

Państwowa Inspekcja Pracy Okręgowy Inspektorat Pracy w Łodzi
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UNP: LD-19-53206
LD-POR-A.0600.1702.2019.2

In response to letter received from Starszy Inspektor Pracy, Ms Pani Magdalena Trzcinska - Lis and as dated on her correspondence paper as October 14th, 2019 (received on October 16th or 17th of 2019),

Dear starszy inspektor pracy Magdalena Trzcinska – Lis from “*Panstwowa Inspekcja Pracy*”,

Up to above seen date (today), I have still not received for month September what is known as “*Oswiadczenie platnika skladek*”, so I can not confirm information related to vacations furnished to me either on what was “*Swiadactwo pracy*” or via as I mentioned previously “*Oswiadczenie platnika skladek*”. In fact, I was today at employer's company in Zgierz location (place where employed), and employer would still not invest a single effort to accommodate me with “*Oswiadczenie platnika skladek*” for month September (talking about paper on which hours worked, vacation used etc. and pay on general for the month are indicated to workers every month).

Second, I have never even mentioned as a form of conflict of interest with previous employer a vacation period issue but instead a work circumstances in which I have found myself at work during just three months period in which I suffered severe spine injuries (luckily only herniated disc issue if this isn't enough – luckily because some much younger than myself workers prior to myself when testing what I managed to get through with exception of mentioned injury, ended even with broken bones due to work overload within just month/two).

Therefore because of employer's deliberate violations of safety regulations, I deem for employer to be guilty (liable for) of negligence on multiple level and as such in most severe violation of labor laws (domestic and international) for which you at “*Państwowa Inspekcja Pracy*” are responsible.

Please note that beside spine injury, I suffered as well a great financial loss as result of one. I am still not fit for registration at local employment agency due to mentioned health reasons what leaves me with bills and without income of any kind for already a month.

ps. It was demonstrated and explained to THIS VERY employer alone by American labor professionals which were in Zgierz evaluating mentioned work overload (nothing wrong with job or position, but instead with overload issue) that amount of injury which is expected from me to suffer within three months period will equal to one year of work in US as a furniture helper mover (pay between \$60 and \$80 per hour for professional movers working locally - up from regular \$13 to \$15 an hour for about five or more times). It's not even about not getting paid five or more times more than what I received for period of three

months, but instead five or more times for entire 12 months.

Factual example pertaining to my case: if paid approximately 2.300zł per month, pay should be instead 11.500 Złoty for month and final amount for pay (salary not compensation for injury) according to injury incurred in three months period should instead result in 138.000 Złoties.

Know and note that workers take such jobs (anywhere in the world) in consideration only whenever knowing in what those will result. Employers have workers prior to REGULATED BY STATE assignments (mentioned job was 100% evaluated by Polish state more than on single occasion) even acknowledge work loads with signatures on contracts. As a result, Państwowa Inspekcja Pracy as state institution and employer are both liable for here mentioned situation and whatever will develop out of one.

I am asking you to therefore please re-evaluate your response from October 14th, of 2019 and am counting therefore on proper response from your side concerning my complain also as seen at <https://ausertimes.blogspot.com/2019/10/complain-resent-to-okregowy-inspektorat.html>

I do not recall using 12 days of vacations either (maximum two days due to employer's mistake on work schedule for which I agreed to accommodate even with that issue rather than risking conflict with whom I actually like). According to Polish law, employee only gets two days per month of possible vacations which one can use. **Thank you very much Ms Magdalena Trzcinska – Lis for getting to my attention this very issue as well.**

With respect and best regards,
Bostjan Avsec

REPEATED NATURE OF MY COMPLAIN AND INTO WHAT DIRECTION INVESTIGATION SHOULD BE CONCENTRATED:

I CHARGE COMPANY LEGS WITH FOLLOWING:

For the first two and even half month, I was most of the time (75%) of the time engaging as ordered in work at SSM - PRODUCTION line where as required by employer beside supplying 6 production machines with necessary production yarn material, would stock pile 20kg boxes (not only would supply production line with supply material for one to function) on pallets FOR 6 WORKERS and transport (also manually pulled them out of SSM to elevator and from there to packaging department) them to designated packaging area.

No workers at SSM/production line with exception of less than 20 boxes during 3 month period, would lift a single box. It was all about crippling one and not safety regulations. Idea was to create and boost spine injury in as short time as possible.

I was actively engaging in heavy physical work of five/six people and at times was replacing even seventh person (because we should rotate on every 4 hours with one day work on SSM and three in packaging area - instead I ended on 12 hours shifts working alone 75% of the time in SSM production area + cleaning/ removing recycling material from designated work area whenever recycling employee was not present or shift prior to mine left me with as seen above jam). Whenever at packaging department for the first month (month and half), I was for the most part again used for manual stockpiling of heavy boxes on pallets for other employees.

Manager (kierownica) eventually reduced my amount of work during what was probably last two weeks of work at LEGS after my complaining her about work conditions as not described in contract. It was already far too late.

PROPER DEFINITION/TITLE FOR WORK I WAS PERFORMED WAS/IS "**MANUAL LIFTER OF HEAVY OBJECTS FOR ENTIRE FACTORY WITH SOME WORK INVOLVING ALSO PACKAGING DEPARTMENT**". AND NOT AS SUGGESTED "**PACKAGING WORKER POSITION WHICH ALSO INCLUDES OCASIONAL WORK IN SSM PRODUCTION DEPARTMENT**".

As a result of three months work at PPH Legs Sp. z o.o. - Dział farbiarnia in Zgierz, unbearable spine pain was produced, regular morning pain and numbness in middle fingers and right hand, pain in the mornings extends from spine all the way down to right leg...when coughing, I would almost fall on floor due to pain...weight increased due to morning pain as I would find morning release of pain in food consumption, muscle mass decreased opposite of what I anticipated was the case...I am asking you to launch a thorough investigation into this matter. Going from great health into junk status within three months and settling for unemployed status without any financial support (all as planned - one must either report as healthy to work employment office and continue with acceptance of physical duties or visit ZUS which requires 30 day home stay before 80% of income is covered - dealing with physicians so far in respect to ZUS was everything but successful).