



## Employment

DLA Piper's global employment practice advises clients worldwide on employment legislation, helping them meet their workforce objectives.

We partner with our clients, wherever they do business, to find solutions and manage risk in relation to their employment, incentives and pensions legal challenges and objectives.

With lawyers across the Americas, Asia Pacific, Europe, Africa and the Middle East, our global employment team is one of the largest in the world, with one of the widest geographical footprints of any international law firm.

We can assist with:

- Acquisitions
- Outsourcings
- Expansions or reductions-in-force
- Local or international employee relations
- Data privacy or data protection
- Local, cross-border or collective litigation
- Local or multi-jurisdictional compliance
- Risk management

Our clients range from startups to emerging multinationals and some of the biggest and best-known global brands in the world. We work with our clients locally, internationally and across borders. Our global reach and local knowledge means that we can partner with clients to drive consistency, deliver cost savings and help them identify and manage their priorities and risk across multiple locations.

With market and economic shifts, new technology, globalisation and global mobility, a demand for more flexible workforces and ever-increasing scrutiny of compliance and ethics, the employment and labour challenges for multinationals are greater than ever.

### EXPERIENCE

- Advised a global client on drafting and implementing a Global Code of Conduct in over 50 jurisdictions
- Advised on implementing a 900 employee global restructuring, affecting employees in around 30 jurisdictions worldwide
- Advised a full service investment bank on global restricted stock award documentation encompassing restrictive covenants and notice periods applicable to 19 jurisdictions

### KEY CONTACTS

#### Brian S. Kaplan

Partner  
New York  
T: +1 212 335 4515  
[email protected]

#### Tim Marshall

Partner  
London  
T: +44 (0)20 7796  
6617  
[email protected]

### RELATED SERVICES

- International Corporate Reorganizations

- Acted for a global IT company providing legal project management and full cover HR advice in an outsourcing project which affected more than 400 employees in 15 countries and included collective consultation in several countries
- Acted for a global healthcare company in a cross border investigation and litigation involving the misuse of highly confidential information and a staff poaching in multiple jurisdictions
- Advised a global music company with the restructuring of its global workforce providing project support across 20-30 jurisdictions

## INSIGHTS

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### Publications

#### Major developments in class action litigation for 2018 – 2019

18 June 2019

A top-level look at class action litigation for 2018-2019 and a look at trends, issues, and strategies that businesses face in the months to come.

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#### Texas narrows anti-SLAPP law

10 June 2019

The new law enjoys broad bipartisan support.

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#### BC appoints new Human Rights Commissioner

5 JUN 2019

##### CANADA IN FOCUS

On May 30, 2019, Kasari Govender was appointed as Human Rights Commissioner and the newest independent officer of the BC Legislative Assembly. The appointment follows on the re-establishment of the British Columbia Human Rights Commission late in 2018.

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#### Diversity and Inclusion - how does the retail sector fare in the boardroom?

5 JUN 2019

With diversity and inclusion fast becoming a hot topic on the agenda for almost every business across the globe, there is no doubt that the requirement for a more diverse board is increasing.

DLA Piper's Consumer Goods & Retail Team in partnership with Green Park have produced a report that analyses the level of diversity and inclusion across the board and executive committees of 30 of the world's leading retailers.

[Continue reading](#)

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#### Supreme Court: employers defending against Title VII discrimination or retaliation claims must timely assert employee's failure to first file EEOC charge

5 JUN 2019

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A simple step may preserve a potentially dispositive defense that is otherwise waived if not timely asserted.

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## **eSignature and ePayment News and Trends**

31 MAY 2019

### **ESIGNATURE AND EPAYMENT NEWS AND TRENDS**

In this issue, website accessibility – the growing regulatory and litigation risk, plus latest developments from the legislatures, the regulators and the courts.

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## **Website accessibility – not just about complying with the ADA**

31 MAY 2019

Both regulatory and litigation risks related to website accessibility are on the rise.

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## **Pensions Round-Up April 2019**

30 MAY 2019

### **PENSIONS ROUND-UP UK SERIES**

Welcome to the April 2019 edition of Pensions Round-Up which provides an overview of developments in pensions legislation and regulatory guidance. In this edition we look at developments from April 2019 including publications from the Pensions Regulator and Department for Work and Pensions.

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## **The art of self-correction: IRS guidance on retirement plan loan and document failures under EPCRS**

22 MAY 2019

With this guidance, many common mistakes in documenting and administering a retirement plan can be corrected without going to the IRS for approval.

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## **What *Patterson* giveth, *Vazquez* taketh away: a troubling decision for franchisors**

22 MAY 2019

### **FRANCAST SERIES**

The Ninth Circuit recently issued a decision in *Vazquez v. Jan-Pro Franchising Int'l* that raises serious concerns for the franchise model.

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## **Puerto Rico: being charged with a felony can be just cause for dismissal**

10 MAY 2019

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The Supreme Court of Puerto Rico found that an employer may establish rules it considers reasonable and that while a person is presumed innocent in criminal proceedings, that presumption does not extend to the employment context.

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## Israel Group News May 2019

9 MAY 2019

### ISRAEL GROUP NEWS

In this issue, our global activities, latest publications, coming events and more.

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## Washington state HB 1450 is signed into law, limiting enforceability of non-compete agreements – key takeaways

9 MAY 2019

The new prohibitions on non-compete agreements in Washington have the potential to greatly impact employers in the state both positively and negatively.

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## Be Aware April 2019

8 MAY 2019

### BE AWARE BELGIUM SERIES

2020 Social Elections: Temporary agency workers called on to vote at user companies? LIMOSA notification obligation for the self-employed now restricted to specific high-risk industries.

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## Common law reasonable notice of termination for independent contractors?

7 MAY 2019

### CANADA IN FOCUS

In the recent decision in *Cormier v 1772887 Ontario Limited*, an Ontario Superior Court judge stated that in some circumstances it would be reasonable to consider an employee's years of service as an independent contractor in calculating his or her common law reasonable notice period.

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## Bill amending the *Employment Standards Act, 2000* and *Labour Relations Act, 1995* receives Royal Assent

6 MAY 2019

### CANADA IN FOCUS

On April 3, 2019, the *Restoring Ontario's Competitiveness Act, 2019* received Royal Assent.

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## DOL weighs in on gig worker classification

6 MAY 2019

The DOL opinion letter concludes that a company's workers are independent contractors, not employees.

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## Important deadlines for new BC Employer Health Tax

3 MAY 2019

### [CANADA IN FOCUS](#)

Important deadlines are approaching for the new BC employer health tax.

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## Change is afoot for BC's Employment Standards Act

2 MAY 2019

### [CANADA IN FOCUS](#)

The BC government has unveiled plans to significantly change the *Employment Standards Act* ("ESA"), which prescribes the minimum labour standards for regulated workplaces in BC.

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## eSignature and ePayment News and Trends

30 APR 2019

### [ESIGNATURE AND EPAYMENT NEWS AND TRENDS](#)

In this issue, Washington state moves closer to E-SIGN, plus the latest developments from the legislatures, the regulators and the courts.

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## Pensions Round-Up March 2019

30 APR 2019

### [PENSIONS ROUND-UP UK SERIES](#)

Welcome to the March 2019 edition of Pensions Round-Up which provides an overview of developments in pensions legislation, case law and regulatory guidance. In this edition we look at developments from March 2019 including publications from the Pensions Regulator and Department for Work and Pensions.

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## Dallas passes ordinance requiring paid sick leave for private sector workers – key facts to know

29 APR 2019

With the effective date rapidly approaching, companies with employees in the City of Dallas should become familiar with the ordinance and review their applicable policies.

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29 APR 2019

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## **Pensions Alert: GMP equalisation - DWP guidance**

26 APR 2019

The High Court's October 2018 landmark judgment held that pension schemes must equalise benefits to compensate for the effects of Guaranteed Minimum Pensions (GMPs) accrued between 17 May 1990 and 5 April 1997. On 18 April the DWP published guidance describing how schemes could use the GMP conversion legislation to achieve equality going forwards.

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## **Ramadan in the GCC**

23 APR 2019

During Ramadan, Muslims worldwide abstain from food, drink and other physical needs during daylight hours. Ramadan is considered to be the most sacred month of the Islamic calendar and a lack of cultural awareness and understanding can cause stress, unhappiness and inconvenience in the workplace for both Muslims and non-Muslims.

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## **\$name**

17 Apr 2019

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## **Be Aware UK: European Parliament approves law on more transparent and predictable employment for gig and other workers**

18 APR 2019

On 16 April the European Parliament voted to approve the Transparent and Predictable Working Conditions Directive.

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## **Thailand Passes Amendment No. 7 to the Labour Protection Act**

17 APR 2019

The latest changes to the Thai Labour Protection Act were recently published in the Royal Gazette and will become law on 6 May 2019. There are no material changes to the amendments that were previously approved by the National Legislative Assembly of Thailand on 13 December 2018.

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## **No-deal Brexit: Impact on employment law**

15 APR 2019

While a range of outcomes, including [a departure under the terms of the current Withdrawal Agreement](#), remains possible, it is important for businesses to plan for a no-deal Brexit, in which the UK leaves the EU without a withdrawal agreement or other deal. Here we look at the potential impact of a no-deal Brexit on employment law

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## **No-deal Brexit: Impact on occupational pension schemes**

15 APR 2019

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important for businesses to plan for a no-deal Brexit, in which the UK leaves the EU without a withdrawal agreement or other deal. Here we look at the potential impact of a no-deal Brexit on employers and trustees of occupational pension schemes

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### Top franchise developments of 2018

11 APR 2019

DLA Piper IPT attorneys Barry Heller, John Hughes and Karen Marchiano recently conducted a webinar reviewing 2018's top franchise developments. Two stand out from the rest.

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### Singapore: New guidelines on wrongful dismissal

11 APR 2019

The Employment Act (Cap. 91) of Singapore (the EA) amendments came into effect on 1 April 2019 (the EA amendments).

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### Employment Law Update - Spring 2019

4 APR 2019

#### [CANADIAN EMPLOYMENT NEWS SERIES](#)

From the biggest hiring mistakes to drafting valid termination clauses to updates on the *Canada Labour Code*, we explore these topics and more in the Spring 2019 edition of the *Canadian Employment News Series*.

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### Compliant but not enforceable: beware of ambiguous language in termination clauses

3 APR 2019

The recent decision in *Movati Athletic Group Inc. v. Bergeron* ("Movati") highlights how careful drafting is critical to ensuring employment agreements withstand judicial scrutiny.

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### Court of Appeal confirms narrow family status discrimination test in British Columbia

3 APR 2019

The British Columbia Court of Appeal recently confirmed that it has no appetite to depart from BC's current legal framework, which applies a stringent test to establish *prima facie* discrimination in the context of family status.

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### The five biggest hiring mistakes and how to avoid them

3 APR 2019

When it comes to managing employment relationships, an ounce of prevention is worth a pound of cure.

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### Be Aware March 2019

2 APR 2019

## [BE AWARE BELGIUM SERIES](#)

In this publication we discuss if the draft interprofessional agreement is set in stone, a legal framework for the mobility budget since 28 February 2019, and work regulations do not need to mention the family allowances fund anymore.

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### **eSignature and ePayment News and Trends**

30 APR 2019

## [ESIGNATURE AND EPAYMENT NEWS AND TRENDS](#)

In this issue, Washington state moves closer to ESIGN, plus the latest developments from the legislatures, the regulators and the courts.

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### **eSignature and ePayment News and Trends**

29 MAR 2019

## [ESIGNATURE AND EPAYMENT NEWS AND TRENDS](#)

In this issue, the new prepaid rule may affect virtual currency wallet providers, plus the latest developments from the legislatures, the regulators and the courts.

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### **Pensions Round-Up February 2019**

28 MAR 2019

## [PENSIONS ROUND-UP UK SERIES](#)

Welcome to the February 2019 edition of Pensions Round-Up which provides an overview of developments in pension legislation and regulatory guidance. In this edition we look at developments from February 2019 including publications from the Pensions Regulator and Department for Work and Pensions.

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### **Be Aware UK:HMRC's proposals to reform off-payroll working in the private sector will have significant impact for businesses**

25 MAR 2019

Private sector organisations who engage the service of individuals off-payroll are likely to already be aware of the private sector off-payroll working rules, commonly known as the IR35 regime.

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### **Employers face tougher penalties for sex discrimination in China**

22 MAR 2019

On 18 February 2019, the Chinese government released the Circular on Further Regulating Recruitment Behaviours and Promoting Women's Employment (the Circular). The Circular was jointly released by nine ministries and took effect immediately.

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## **Mainland and Hong Kong Courts will Enforce Each Other's Judgments on Labour and Employment Matters for the First Time**

18 MAR 2019

On 18 January 2019, PRC Supreme People's Court and the Government of the Hong Kong Special Administrative Region signed the Arrangement on Reciprocal Recognition and Enforcement of Judgments in Civil and Commercial Matters by the Courts of the Mainland and of the Hong Kong Special Administrative Region

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## **Preparing to comply with the new proposed federal overtime rule: 5 action steps for employers**

12 MAR 2019

If finalized, the new rule's most significant impact will be to raise the minimum salary an employee must be paid to be exempt from overtime under the FLSA.

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## **Be Aware February 2019**

7 MAR 2019

### **BE AWARE BELGIUM SERIES**

Employers that employ at least 50 employees shall draw up an analysis report on the employee remuneration structure every two years in order to identify and evaluate any discrepancies in pay between men and women. This report shall then be discussed within the works council, or in the absence thereof, with the union delegation.

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## **Be Aware UK: The spotlight on NDAs intensifies as Government publishes proposals for reform**

5 MAR 2019

The spotlight on non-disclosure agreements - or confidentiality clauses is showing no sign of diminishing. The Government has published a consultation paper today, and looks at two distinct uses of confidentiality clauses – (1) Contracts of employment (2) Settlement agreements.

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## **eSignature and ePayment News and Trends**

28 FEB 2019

### **ESIGNATURE AND EPAYMENT NEWS AND TRENDS**

In this issue, digitally complying with data breach notification laws, plus the latest developments from the legislatures, the regulators and the courts.

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## **Be Global: February Employment Law 2019 Update**

28 FEB 2019

### **BE GLOBAL SERIES**

The February edition of Be Global provides recent developments across EMEA, Asia Pacific and the Americas.

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## **A reminder on California #MeToo legislation**

27 FEB 2019

January 1, 2019 marked significant changes to California legislation.

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## **Pensions Round-Up January 2019**

27 FEB 2019

### **[PENSIONS ROUND-UP UK SERIES](#)**

Welcome to the January 2019 edition of Pensions Round-Up which provides an overview of developments in pension legislation and regulatory guidance. In this edition we look at developments from January 2019 including publications from the Pensions Regulator, Department for Work and Pensions and HMRC.

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## **Developments in flexible working practices in the UAE**

21 FEB 2019

There have recently been two important legal developments introduced in the UAE designed to facilitate flexibility in the labour market: the part-time working resolution and the remote working resolution.

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## **The UAE 'hate law': Application and abuse**

17 FEB 2019

Federal Decree Law No. 2 of 2015 on Combating Discrimination and Hatred ("the Law") was introduced in 2015 with the objective of embracing tolerance and encouraging the many different nationalities and faiths in the UAE to co-exist peacefully. While primarily a criminal law, we are starting to see it being implemented in the workplace.

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## **New Bankruptcy Law In Bahrain**

14 FEB 2019

On 30 May 2018, Law No. 22 of 2018 with respect to the Reorganization and Bankruptcy Law was introduced in the Kingdom of Bahrain, repealing Legislative Decree No. 11 of 1987 with respect to the Bankruptcy and Composition Law. The Bankruptcy Law recently came into force on 7 December 2018.

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## **Nondisclosure provisions and mandatory arbitration under fire in New Jersey**

13 FEB 2019

The legislation will significantly impact the tools available to employers to address claims of workplace discrimination, retaliation and harassment.

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## **Israel Group News**

12 FEB 2019

### **[ISRAEL GROUP NEWS](#)**

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In this issue, the rise of the Data Protection Officer, plus news and coming events.

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## **Be Aware UK: Deadline approaches for employers to comply with new payslip requirements for employees and workers**

12 FEB 2019

Deadline approaches for employers to comply with payslip requirements for employees and workers

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## **Be Aware January 2019**

11 FEB 2019

### **[BE AWARE BELGIUM SERIES](#)**

Part of the reforms concerned the increased employability in the job market of dismissed employees having some seniority, in particular those entitled to a legal notice period (or corresponding legal indemnity in lieu of notice) of at least 30 weeks.

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## **Major changes coming to the *Canada Labour Code***

8 FEB 2019

The Federal Government of Canada recently introduced in First Reading Bill C-86, which aims to amend a number of provisions of the *Canada Labour Code*. Bill C-86 will result in the most significant changes to the *Canada Labour Code* seen in decades and will be sure to have an effect on employers.

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## **Be Global: Global Employment Law 2019 Preview**

31 JAN 2019

### **[BE GLOBAL SERIES](#)**

Our Global Employment Law 2019 Preview looks ahead to the key employment developments expected to come into effect in 2019 across Europe, Middle East and Africa, Asia Pacific and the Americas.

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## **Pensions Round-Up December 2018**

31 JAN 2019

### **[PENSIONS ROUND-UP UK SERIES](#)**

Welcome to the December 2018 edition of Pensions Round-Up which provides an overview of developments in pension legislation, case law and regulatory guidance.

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## **Be Aware: Government consults on extending redundancy protection for women and new parents**

29 JAN 2019

The Government has launched a new consultation on extending redundancy protection for women and new parents. It comes off the back of key issues raised in the Women and Equalities Select Committee 2016 report and the recommendations made by the Taylor Review of Modern Working Practices.

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## **Employers: 2019 deadlines approach to furnish incentive stock option and employee stock purchase plan information statements and returns**

15 JAN 2019

Timely filing and furnishing of Forms 3921/3922 is important.

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## **Pensions Ombudsman Round-Up December 2018**

14 JAN 2019

### **[PENSIONS ROUND-UP UK SERIES](#)**

In this edition we look at some determinations from the period July to October 2018 which cover issues including the recovery of overpayments, due diligence processes in relation to transfer requests and pension sharing orders.

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## **Global Employment Law Quiz 2019**

11 JAN 2019

The annual quiz about global developments and trends in employment law.

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## **Be Aware December 2018**

28 DEC 2018

### **[BE AWARE BELGIUM SERIES](#)**

1. The mobility budget: what benefits are there for employees?
  2. Sham self-employment: carefully assess the qualification of the labour relationship in light of the general and specific criteria set forth by Belgian legislation to avoid a requalification!
- 

## **Be Aware: The Government has published two key reports ahead of the Christmas break**

21 DEC 2018

The Government's review of modern working practices has been a rather protracted affair but yesterday saw a significant development with the publication of the Government's "Good Work Plan", which sets out its vision for the future of the UK labour market.

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## **Changes to reporting requirements for severance payments in Puerto Rico**

20 DEC 2018

For tax year 2018, employers in Puerto Rico will be required to report certain severance payments, as "exempt wages" on Withholding Statement Form 499R-2/W-2PR.

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## **Pensions Round-Up November 2018**

20 DEC 2018

### **[PENSIONS ROUND-UP UK SERIES](#)**

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Welcome to the November 2018 edition of Pensions Round-Up which provides an overview of developments in pension legislation, case law and regulatory guidance.

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### **Latest changes to the Thai Labour Protection Act**

20 DEC 2018

The National Legislative Assembly of Thailand has just approved the latest amendment of the Thai Labor Protection Act on 13 December 2018.

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### **Be Global: December 2018**

17 DEC 2018

#### **BE GLOBAL SERIES**

The December edition of Be Global provides our 2018 Global Highlights - a compilation of the most significant employment developments and trends in Europe, Middle East and Africa, Asia Pacific and the Americas reported on GENIE this year.

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### **Fundamental change in the case law and the position by the National Office for Social Security on benefits granted by the parent company**

10 DEC 2018

A considerable number of multinationals have a system in place whereby the members of the senior management in the subsidiaries receive equity awards such as RSU's or TRSU's directly from the foreign parent company, whereas they are employed by the Belgian subsidiary. Traditionally, the position was taken that these RSU's or cash bonuses were exempt of social security contributions, as they were not granted by the employer provided the subsidiary did not intervene in the process or in the costs. A recent change in the case law and in the instructions to the employers by the Belgian National Offices for Social Security makes it necessary to reconsider this subject.

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### **Be Aware November 2018**

7 DEC 2018

#### **BE AWARE BELGIUM SERIES**

1. What is the validity of the notice clauses provided in the employment contracts of so-called "superior" employees concluded prior to the entry into force of the Unified Employment Status Act?
  2. What has changed exactly in the training clause regulations?
- 

### **Ontario's Bill 57 postpones the *Pay Transparency Act, 2018***

7 DEC 2018

#### **CANADA IN FOCUS**

On December 6, 2018 the Ontario Legislative Assembly passed the *Restoring Trust, Transparency and Accountability Act, 2018* (Bill 57), an omnibus bill that, among other things, postpones the coming into force of the *Pay Transparency Act, 2018*.

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## Bill 66 proposes hours of work and overtime amendments to the *Ontario Employment Standards Act, 2000*

7 DEC 2018

### CANADA IN FOCUS

On December 6, 2018 the Ontario Conservative Government introduced the *Restoring Ontario's Competitiveness Act, 2018*.

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## Australian companies to publicly report on slavery and servitude risks

5 DEC 2018

On 29 November 2018, the *Modern Slavery Bill 2018* (Cth) (the **Bill**) passed both houses of the Australian Parliament.

The *Modern Slavery Act 2018* (Cth) (the **Act**) may take effect as early as 1 January 2019. It will require commercial organisations with an annual consolidated revenue of \$100 million carrying on business in Australia to publish a modern slavery statement on an annual basis, covering a range of topics specified by the Act.

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## An update on the ability of managerial employees to unionize in Quebec

5 DEC 2018

### CANADA IN FOCUS

Further to our previous article, in which we alerted our clients to a decision declaring inoperative the provision of Quebec's *Labour Code* which prevents managerial employees from unionizing, a recent decision has since overturned that ruling.

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## Be Global: November 2018

3 DEC 2018

### BE GLOBAL SERIES

This month's Be Global looks at recent developments across the Americas, APAC and EMEA.

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## eSignature and ePayment News and Trends

30 NOV 2018

### ESIGNATURE AND EPAYMENT NEWS AND TRENDS

In this issue, a fintech Q&A with the team, plus the latest developments from the legislatures, the regulators and the courts

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## Is the future of the settled status scheme hanging in the balance? Brexit: Deal or No Deal?

28 NOV 2018

Leaders of the EU27 Member States have now agreed the terms of the UK's withdrawal from the EU and the future relationship. The deal must now be approved by Parliament and their outcome will have an inevitable impact.

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## Martial law is introduced in Ukraine starting from 26 November 2018

28 NOV 2018

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On 26 November 2018, the Parliament of Ukraine imposed temporary martial law in some regions of Ukraine approving respective Decree of the President of Ukraine. The martial law is introduced in response to escalation of Russian aggression in the Black Sea and the Sea of Azov. The Law will come into force only after it is officially published.

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### **Pensions Round-Up October 2018**

28 NOV 2018

#### **PENSIONS ROUND-UP UK SERIES**

Welcome to the October 2018 edition of Pensions Round-Up which provides an overview of developments in pension legislation, case law and regulatory guidance.

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### **Bill 47 repeals recent amendments to the *Employment Standards Act* and the *Labour Relations Act* in Ontario**

27 NOV 2018

#### **CANADA IN FOCUS**

On November 21, 2018 the *Making Ontario Open For Business Act, 2018* received Royal Assent and became law in Ontario. Bill 47 repeals many of the changes to the *Employment Standards Act, 2000* and the *Labour Relations Act, 1995* introduced last year by the *Fair Workplaces, Better Jobs Act, 2017*.

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### **Boardroom Brexit - the Withdrawal Agreement**

21 NOV 2018

#### **BOARDROOM BREXIT**

In this edition we summarise the key takeaways you need to understand. In the next edition, we look at the framework for the future relationship, which is being negotiated in Brussels this week.

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### **Improving class action notice and settlement procedures – new amendments to Rule 23**

16 NOV 2018

As a whole, the amendments both modernize and streamline current procedures.

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### **GCC Roundup labour law developments and public holidays**

15 NOV 2018

There are a number of considerations relating to the labour law landscape across the GCC: regulations around public holidays, the Anti-Harassment Law in Saudi Arabia, amendments to the social insurance laws in Bahrain and Kuwait and in the UAE, changes to expatriate visas and a new resolution to protect people with disabilities.

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### **Employee dismissed based on family status and physical disability, Alberta Human Rights Tribunal rules**

14 NOV 2018

#### **CANADA IN FOCUS**

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A recent decision by the Alberta Human Rights Tribunal found that an employer, while seeking to reduce its workforce, dismissed an employee on the grounds of family status and physical disability, rather than job performance. In *Smylie v Sani-Tech Mechanical Ltd.*, 2018 AHRC 6, the Tribunal awarded the employee damages for lost wages, in addition to \$20,000 for injury to the employee's dignity and self-respect. This decision highlights the need for employers to carefully evaluate employee dismissal when looking to reduce their workforce.

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### **How are employers affected by Alberta's increased protections against sexual and domestic violence?**

8 NOV 2018

#### **CANADIAN EMPLOYMENT NEWS SERIES**

In an attempt to make the legal system more accessible to victims of sexual and domestic violence, on May 4, 2017 the Alberta legislature passed *Bill 2: An Act to Remove Barriers for Survivors of Sexual and Domestic Violence*. This legislation effectively removes limitation periods for claims related to sexual or domestic misconduct.

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### **When should an employer terminate for cause?**

8 NOV 2018

#### **CANADIAN EMPLOYMENT NEWS SERIES**

An employment relationship is a relationship built upon mutual trust. Courts and tribunals have long held that when an employee violates that trust, the employer is justified in ending the relationship, for cause, and without notice. The difficulty for employers is that it is not possible to create a list of specific conduct that justifies a for cause termination.

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### **Quebec employers: Are your harassment policies up to snuff?**

8 NOV 2018

#### **CANADIAN EMPLOYMENT NEWS SERIES**

In a May 2018 *Canada In Focus* blog post we discussed significant changes proposed to Quebec's *Act Respecting Labour Standards* under Bill 176. Bill 176 has since received royal assent with certain amendments in effect since June 12, 2018, and others coming into effect as of January 1, 2019. Included in the January amendments are important modifications regarding harassment in the workplace.

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### **UK parental bereavement leave consultation: Government response**

6 NOV 2018

The response covers the definition of "bereaved parent," how and when leave can be taken, and notice and evidence requirements.

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### **Be Aware: A worker cannot automatically lose rights to paid annual leave even where he does not apply for leave**

6 NOV 2018

On 6 November the ECJ handed down its decision in *Kreuziger v Land-Berlin and Max-Planck-Gesellschaft*, a case concerning the circumstances in which the right to compensation in lieu of annual leave on termination of employment may be lost.

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## Be Global: October 2018

5 NOV 2018

### BE GLOBAL SERIES

October 2018 employment law news, including the employee data protection in Germany, proposed changes to the Special Danish Stock Option Act, potential increase in social security contributions in Poland, and introduction to pay equality legislation in Canada.

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## Bill 50: B.C. Government tables amendments to the Human Rights Code

5 NOV 2018

### CANADA IN FOCUS

On November 1, 2018, the B.C. Government introduced the *Human Rights Code Amendment Act 2018*, Bill 50. The Bill largely adopts the recommendations of the December 2017 report of Ravi Kahlon, Parliamentary Secretary of Sport and Multiculturalism.

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## Be Aware October 2018

31 OCT 2018

### BE AWARE BELGIUM SERIES

This publication talks about the new legislation with regard to trade secrets, issuance of the single permit for third-country nationals, and when an employer can legally process personal criminal data of employees or job applicants.

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## Pensions Alert: GMP Equalisation

31 OCT 2018

On 26 October 2018, the High Court provided long awaited clarity for trustees and employers around the issue of inequalities in the treatment of men and women arising from their guaranteed minimum pensions (GMPs).

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## Because it's 2018: Canada introduces pay equity legislation

30 OCT 2018

### CANADA IN FOCUS

On October 29, 2018 Canada's Federal government introduced legislation designed to equalize the earning potential of men and woman, *Act to Establish a Proactive Pay Equity Regime within the Federal Public and Private Sectors (Pay Equity Act)*.

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## Uber Court of Appeal: Skeleton Argument

30 OCT 2018

[Click here](#) for the Court of Appeal Skeleton Argument on behalf of the Appellants in the case of *Uber B.V. and Others v Mr Y Aslam and Others*

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## Automatic acceptance of the sectoral tariff agreement if objections are not submitted by 3 November 2018

29 OCT 2018

The sectoral tariff agreement for 2019 - 2021 ("Agreement") which applies to employers in the chemical, oil and gas, biotechnological and chemical-pharma industries has now been published and enters into force on 1 January 2019.

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## UK Budget 2018

29 OCT 2018

On 29 October 2018, the UK Chancellor Philip Hammond delivered the final UK Budget before the Brexit deadline.

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## UK Budget 2018: Employment

29 OCT 2018

Earlier today, the Chancellor delivered the 2018 UK Budget. Whilst the number of employment tax related announcements were limited there were some significant changes proposed, most notably in relation to off-payroll working arrangements in the private sector.

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## A higher education in matters of sexual violence: Post-secondary institutions in Quebec required to adopt a formal policy by the end of the year

29 OCT 2018

### [CANADA IN FOCUS](#)

While schools are generally the ones handing out the homework, the Quebec government has issued an important assignment for higher education institutions in the province, requiring them to adopt, by January 1, 2019, a policy to prevent sexual violence on campus.

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## Recommendations for labour relations changes: B.C. Government releases the report of the Labour Relations Code Review Panel

26 OCT 2018

### [CANADA IN FOCUS](#)

On October 25, 2018, B.C.'s Minister of Labour released the report of the Labour Relations Code Review Panel. The report contains sweeping recommendations with respect to amending the B.C. *Labour Relations Code*.

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## Pensions Round-Up September 2018

26 OCT 2018

### [PENSIONS ROUND-UP UK SERIES](#)

In September 2018 edition of Pensions Round-Up we look at key developments including publications from the Pensions Regulator, the Department for Work and Pensions, the Pensions Ombudsman, the Pension Protection Fund and HMRC.

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## Israel Group News

24 OCT 2018

### [ISRAEL GROUP NEWS](#)

In this issue, legal developments worldwide that affect this dynamic ecosystem.

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## \$name

22 Oct 2018

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### **Internship law implementation measures approved**

19 OCT 2018

After the entry into force on 18 August 2018 of the long-awaited and much-needed law on internship programmes, the measures for its implementation have now also been adopted. These include (A) the electronic registry of internship agreements, and (B) the documentation templates / framework needed for setting-up an internship programme.

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### **British Columbia employer health tax legislation introduced**

17 OCT 2018

#### **CANADA IN FOCUS**

On Tuesday, October 16, 2018 the British Columbia government introduced legislation – Bill 44, *Budget Measures Implementation (Employer Health Tax) Act, 2018* – with respect to the anticipated Employer Health Tax announced in the British Columbia Budget 2018.

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### **Hong Kong government announced labour developments in 2018 policy address**

15 OCT 2018

On 10 October 2018, the Chief Executive of Hong Kong, Carrie Lam, announced her 2018 Policy Address. The Policy Address notably addressed some key developments in the labour and discrimination law regimes in Hong Kong.

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### **Be Aware: Government consultation on mandatory ethnicity pay reporting**

12 OCT 2018

A consultation has been launched asking employers to contribute their views on implementing mandatory ethnicity pay reporting. It sets out options and asks questions on what ethnicity pay information should be reported.

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### **Poland: possible substantial increase in social security contributions**

12 OCT 2018

Poland may be about to change the basis for calculating certain social security contributions (składki na ubezpieczenia emerytalne i rentow - retirement and disability contributions).

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### **Be Aware: Supreme Court rules that it was not unlawful discrimination for a bakery to refuse to supply a cake supportive of gay marriage**

12 OCT 2018

The Supreme Court has held in *Lee v Ashers Baking Company Ltd and ors*, that it is not unlawful discrimination for a bakery to refuse to supply a cake iced with the message 'Support Gay Marriage'.

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### **Domino's not a joint employer, says SDNY: top points for franchisees and franchisors**

9 OCT 2018

The first summary judgment decision from any district court in the Second Circuit to address whether franchisors and franchisees may be joint employers in the wage-and-hour context.

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### **New York state issues final guidance regarding anti-sexual harassment legislation**

8 OCT 2018

With the finalized guidance in hand, New York employers should consider a number of actions.

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### **Be Global: September 2018**

3 OCT 2018

#### **[BE GLOBAL SERIES](#)**

This month's Be Global looks at recent developments across the Americas, APAC and EMEA.

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### **Proposed changes to maternity leave entitlements under the Thai Labour Protection Act**

2 OCT 2018

The Thai Department of Labour Protection and Welfare (Thai Labour Department) is in the process of amending the maternity entitlements under the Labour Protection Act to be in line with International Labour Organization (or ILO) - Convention No. 183 that concerns maternity protection rights.

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### **California mandates female board directors for publicly held companies**

1 OCT 2018

California becomes the first state in the US to mandate gender diversity in the corporate boardroom, but the law may face legal challenges.

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### **Be Aware September 2018**

1 OCT 2018

#### **[BE AWARE BELGIUM SERIES](#)**

Mystery shoppers: Can underperformance lead to the employee's summary dismissal for grave misconduct? Protection against dismissal for prevention advisors in case of collective dismissal: The constitutional court is rather unclear. Transfer of

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undertaking: Can the management of a music academy awarded to a contractor through a public tender process and subsequently awarded to another contractor (again through a public tender process) five months later be considered a transfer of undertaking within the meaning of directive 2001/23/ec?

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## Canadian Employment News Series November 2018

8 NOV 2018

### CANADIAN EMPLOYMENT NEWS SERIES

The Alberta legislature passes *Bill 2: An Act to Remove Barriers for Survivors of Sexual and Domestic Violence* in an attempt to make the legal system more accessible to victims of sexual and domestic violence. Recent decisions illustrate the difficulties for employers on knowing when to terminate for cause. Amendments to Quebec's *Act Respecting Labour Standards* concerning workplace harassment come into effect in January. In the November 2018 edition of the *Canadian Employment News Series* we explore these topics.

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## Pensions Round-Up August 2018

28 SEP 2018

### PENSIONS ROUND-UP UK SERIES

Welcome to the latest edition of Pensions Round-Up which provides an overview of developments in pension legislation, case law and regulatory guidance. In this edition we look at key developments from August 2018.

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## Trade Secrets Act from employment law perspective

27 SEP 2018

The new Trade Secrets Act ("Act") has been passed in Finland to incorporate the provisions of the Trade Secrets Directive ((EU) 2016/943) and to transfer the existing protection of trade secrets conditions from under the Unfair Business Practices Act. The new Act replaces the Unfair Business Practices Act conditions on the unlawful use of trade secrets and technical specifications. It provides harmonised definitions at the EU level for trade secrets and for their lawful and unlawful acquisition, use and disclosure.

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## Locals or Expats? Impact of Latest Reforms on Hong Kong, Macao and Taiwan Residents Working in Mainland China

27 SEP 2018

On 3 August 2018, the State Council made an announcement (Announcement) to cancel several administrative permits, including the work permits for Hong Kong, Macao and Taiwan residents (HMT Residents). This was closely followed by a series of developments that changes how HMT Residents obtain employment, education and medical benefits in mainland China (China). However, various questions remain unresolved and employers should be alert about the heightened risks associated with having these individuals work in China in the meantime.

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## New York City amends Human Rights Law – employers must engage in "cooperative dialogue" with employees seeking accommodation

27 SEP 2018

The written documentation requirements and expanded dialogue obligations are noteworthy and significant.

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## Job interviews: What questions can employers ask during the recruitment process?

25 SEP 2018

Job interviews have lately been scrutinized by the Finnish media, prompting enquiries into what kind of questions can an employer ask during a job interview. This article will explain the main principles that employers should bear in mind during the recruitment process.

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## New law adopted to facilitate division of Delaware LLCs

24 SEP 2018

Recent changes to the law governing Delaware LLCs will facilitate the division of Delaware LLCs and potentially provides a valuable new tool in corporate reorganizations involving this type of entity.

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## Pensions Ombudsman Round-Up September 2018

20 SEP 2018

### [PENSIONS ROUND-UP UK SERIES](#)

Welcome to the latest edition of DLA Piper's Pensions Ombudsman Round-Up newsletter in which we report on determinations made by the Pensions Ombudsman and Deputy Pensions Ombudsman.

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## New York City and State publish materials aimed at combatting workplace sexual harassment

12 SEP 2018

New York State and New York City each publish materials to assist New York-based employers in complying with legislation aimed at sexual harassment prevention and remedies.

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## BC Human Rights Tribunal determines that rap music played in boutique did not constitute discrimination under human rights legislation

6 SEP 2018

### [CANADA IN FOCUS](#)

Have you ever been in a shop playing edgy modern music and been offended by the lyrics? One woman recently took her complaint to the British Columbia Human Rights Tribunal only to be told she had no case. In *Redmond v. Hollywood Boutique*, 2018 BCHRT 121, the Tribunal dismissed the complaint, finding that it did not meet the test for discrimination under provincial human rights legislation.

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## Minimum wage creep

5 SEP 2018

### [CANADA IN FOCUS](#)

Statutory minimum wage increases are set to occur on October 1, 2018 in Alberta, Saskatchewan and Manitoba, with Ontario to follow suit on January 1, 2019. These increases are in accordance with a general pattern of increases across Canada over the last few years.

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## Announcing COMPASS – our newly automated compliance assessment tool

4 SEP 2018

COMPASS, DLA Piper's newly automated compliance assessment tool, helps to ensure that your company's compliance program meets or exceeds all legal and regulatory requirements as well as industry best practices.

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## IRS issues new, mostly unfavorable Section 162(m) guidance

28 AUG 2018

As a result of the IRS Notice, more executive compensation arrangements will be subject to the Section 162(m) deduction limit.

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## With common sense approach Ontario Court of Appeal upholds enforceability of termination pay clause in employment contract

15 AUG 2018

### [CANADA IN FOCUS](#)

The Ontario Court of Appeal has upheld the termination pay clause of an employment contract in *Amberber v. IBM Canada Ltd.* 2018 ONCA 571 by using a refreshing and common sense approach in overturning the trial judge's findings.

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## Pensions Round-Up July 2018

14 AUG 2018

### [PENSIONS ROUND-UP UK SERIES](#)

Welcome to the latest edition of Pensions Round-Up which provides an overview of developments in pension legislation, case law and regulatory guidance. In this edition we look at key developments from July 2018.

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## Be Global: July 2018

3 AUG 2018

### [BE GLOBAL SERIES](#)

This month's Be Global looks at recent developments across the Americas, APAC and EMEA.

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## Bill C-46 provides guidance for the assessment of marijuana impairment in the workplace

31 JUL 2018

### [CANADA IN FOCUS](#)

Effective October 13, 2018, the possession and use of recreational marijuana will be legal across Canada. To prepare for the legalization of recreational marijuana, Canadian employers should introduce or update workplace policies that address the potential implications of recreational marijuana in the workplace, including possession, use, impairment and accommodation for dependency.

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## Israel Group News

26 JUL 2018

### [ISRAEL GROUP NEWS](#)

Helping to create opportunities for Israeli companies by leveraging our global relationships.

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## Pensions Round-Up June 2018

25 JUL 2018

### [PENSIONS ROUND-UP UK SERIES](#)

Welcome to the latest edition of Pensions Round-Up which provides an overview of developments in pension legislation, case law and regulatory guidance. In this edition we look at key developments from June 2018.

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## Pensions Ombudsman Round-Up July 2018

19 JUL 2018

### [PENSIONS ROUND-UP UK SERIES](#)

Welcome to the latest edition of DLA Piper's Pensions Ombudsman Round-Up newsletter in which we report on determinations made by the Pensions Ombudsman and Deputy Pensions Ombudsman.

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## International HR and employee discipline issues in FCPA matters

10 JUL 2018

Local laws, practices and cultural differences mean that the differences between investigations from one country to another, and the consequences of failing to understand them, can be significant. Here are some of the key considerations for multinational employers when they are conducting cross-border investigations.

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## Be Global: June 2018

7 JUL 2018

### [BE GLOBAL SERIES](#)

This month's Be Global looks at recent developments across the Americas, APAC and EMEA.

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## Be Aware June 2018

28 JUN 2018

### [BE AWARE BELGIUM SERIES](#)

Does a null non-competition clause in the employment contract of a sales representative result in cancellation of the legal presumption? GDPR: do not forget to inform your employees! Can a public employer use the words used on Facebook by one of its public servants to issue a disciplinary sanction against this public servant?

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## Pensions Round-Up May 2018

27 JUN 2018

### PENSIONS ROUND-UP UK SERIES

Welcome to the latest edition of Pensions Round-Up which provides an overview of developments in pension legislation, case law and regulatory guidance. In this edition we look at key developments from May 2018.

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## DLA Piper Energy Investor Guide - Italy

21 JUN 2018

We strongly believed it was necessary to provide our clients with a high quality and comprehensive introduction of the energy legal framework in Italy.

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## Changes coming to Rule 701 disclosure thresholds

21 JUN 2018

The SEC is directed to increase the sale threshold triggering enhanced disclosure under Rule 701 from \$5 million to \$10 million and to index the enhanced disclosure threshold for inflation every 5 years.

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## \$name

17 Jun 2018

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## Be Aware: Supreme Court decides "self-employed" plumber has worker status

13 JUN 2018

The Supreme Court has handed down judgment today in the case of Pimlico Plumbers v Smith, the latest case dealing with the hot topic of worker status. The court dismissed Pimlico's appeal, agreeing with the employment tribunal, EAT and Court of Appeal.

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## Ontario provincial election: are employees entitled to paid time off to vote?

4 JUN 2018

### CANADA IN FOCUS

The Ontario provincial election will take place on Thursday, June 7, 2018. Aside from the election results themselves, the most pressing question triggered by this event for many employers is: are my employees entitled to paid time off to vote?

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## New York joins the #MeToo fray with sweeping legislation

4 JUN 2018

New York-based employers should be aware of the numerous new requirements in New York State and New York City anti-sexual harassment legislation.

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## Be Global: May 2018

1 JUN 2018

### BE GLOBAL SERIES

This month's Be Global looks at recent developments across the Americas, APAC and EMEA.

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## Pensions Round-Up April 2018

30 MAY 2018

### PENSIONS ROUND-UP UK SERIES

Welcome to the latest edition of Pensions Round-Up which provides an overview of developments in pension legislation, case law and regulatory guidance. In this edition we look at key developments from April 2018.

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## *Epic Systems Corp. v. Lewis*: Supreme Court affirms employers' efforts to "waive" goodbye to wage-and-hour class and collective actions

29 MAY 2018

Employers can now reliably depend on the enforceability of their arbitration agreements, subject to certain takeaways.

---

## What do upcoming changes to Alberta's occupational health and safety laws mean for employers?

29 MAY 2018

### CANADA IN FOCUS

Bill 30, which passed Third Reading on December 12, 2017, brings significant changes to Alberta's *Occupational Health and Safety Act*. Many of the amendments to the OHSA under Bill 30 are effective June 1, 2018. Key among these changes are new obligations on employers surrounding Health and Safety Representatives, Committees and Programs.

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## Ripples in the retail sector - pre-start meetings can result in breaches of the Minimum Wage Act 1983

29 MAY 2018

In a case which has sent ripples through the retail sector, *Smiths City Group* has been found to be in breach of the Minimum Wage Act 1983. This will result in a significant back pay claim going back at least six years.

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## Be Aware May 2018

25 MAY 2018

### BE AWARE BELGIUM SERIES

Must stand-by time at home be regarded as working time? New notice periods in force during the first six months of employment. "Cash for cars"

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## HR Magazine quotes Johnny Choi in article on data protection

25 MAY 2018

APAC companies must reassess how data is stored

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### Supreme Court of Canada affirms that sections of Quebec *Pay Equity Act* are unconstitutional

25 MAY 2018

#### CANADA IN FOCUS

The Supreme Court of Canada has confirmed judgments of the Superior Court of Quebec and the Court of Appeal of Quebec declaring sections of the Quebec *Pay Equity Act* to be unconstitutional. In a split ruling, the majority agreed with the Superior Court of Quebec and the Court of Appeal of Quebec in that certain sections of the *Pay Equity Act* breached the right to equality and protection against discrimination at Section 15(1) of the *Canadian Charter of Rights and Freedoms*.

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### An Expansion of Statutory Leaves: Recent Changes to the British Columbia *Employment Standards Act*

24 MAY 2018

#### CANADA IN FOCUS

On May 17, 2018, the *Employment Standards Amendment Act, 2018* (Bill 6) came into force increasing maternity, paternity, and compassionate care leave and establishing two new job-protected leaves: crime-related child disappearance leave and child death leave.

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### Am I my brother's keeper? Supreme Court of Canada confirms employers are responsible for the safety of their contractors' employees as well as their own employees

24 MAY 2018

In a recent decision by the Supreme Court of Canada, *West Fraser Mills Ltd. v. British Columbia*, 2018 SCC 22, the SCC held that the British Columbia Workers Compensation Act provides WorkSafeBC authority to penalize an employer who fails to ensure the health and safety of the employees of its independent contractors.

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### UAE announces major changes to company ownership and visa rules

21 MAY 2018

Yesterday (20 May 2018) during a Cabinet meeting chaired by His Highness Sheikh Mohammad Bin Rashid Al Maktoum, Vice President and Prime Minister of the UAE and Ruler of Dubai, UAE Government resolved to permit international foreign investors to own 100 percent of their businesses in the UAE and initiated far-reaching modifications to the current UAE visa rule.

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### Ontario passes legislation to increase pay transparency

14 MAY 2018

#### CANADA IN FOCUS

On April 26, 2018, Ontario passed the *Pay Transparency Act, 2018* (the "Act"). The legislation is part of a larger provincial initiative designed to remove barriers to equality in the workplace, particularly in the context of compensation and hiring practices.

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### Suffering the ABCs of independent contractors

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11 MAY 2018

The court adopted the "ABC" test to determine where a worker fits under "the exceptionally broad suffer or permit to work" standard.

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### Quebec proposes important changes to its Labour Standards Act

10 MAY 2018

#### CANADA IN FOCUS

On March 20, 2018, Quebec's National Assembly introduced Bill 176, proposing modifications to Quebec's *Act Respecting Labour Standards*. The Quebec legislature has stated that Bill 176 is principally aimed at improving work/life balance, and reflects a change of thinking within Quebec society which has called for the need to modernize the rules applicable in the workplace.

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### What HR needs to know about the competition ordinance in Hong Kong

10 MAY 2018

Partner and Hong Kong head of employment, Helen Colquhoun and associate Alex Ma authored an article which appeared in Human Resources magazine.

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### Ontario Government says, "Whoops!" Amendment to manner of calculating public holiday pay reversed

10 MAY 2018

#### CANADA IN FOCUS

Effective January 1, 2018, Bill 148 enacted a new manner of calculating public holiday pay under section 24(1)(a) of the Ontario *Employment Standards Act, 2000*.

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### Pension Scheme Trustees - Are You Ready for the GDPR?

10 MAY 2018

There is now less than a month to go until the General Data Protection Regulation (GDPR) comes into force on 25 May 2018 introducing significant changes to data protection law. As data controllers of scheme members' personal data, trustees of occupational pension schemes need to take steps to ensure that they are GDPR-compliant.

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### Canadian Employment News Series May 2018

8 MAY 2018

#### CANADIAN EMPLOYMENT NEWS SERIES

In this newsletter we discuss upcoming changes to Alberta's *Workers' Compensation Act*, an unusual test for workplace discrimination in B.C. and Canada's long-awaited federal private-sector data breach reporting regulations.

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### Once more unto the breach: Canada's PIPEDA breach notification and reporting regulations in force November 1, 2018

8 MAY 2018

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## CANADIAN EMPLOYMENT NEWS SERIES

Canada's long-awaited federal private-sector data breach reporting regulations have now been published by the Canadian government and will take effect November 1, 2018. This gives organizations approximately seven months to get ready for compliance.

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### **Rey v. Milestones – B.C. Human Rights Tribunal permits curious case of discrimination to be heard**

8 MAY 2018

## CANADIAN EMPLOYMENT NEWS SERIES

The recent case of *Rey v. Milestones Grill + Bar*, 2018 BCHRT 57 has garnered considerable media attention due to the unusual circumstances leading up to the dismissal of Guillame Rey, a server at a Milestones restaurant in Vancouver, who claims discrimination towards his French culture was behind his firing. The B.C. Human Rights Tribunal has denied the restaurant's application for dismissal and is sending the case to a full hearing.

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### **Changes to Alberta's workers' compensation laws will result in stricter return to work obligations for employers**

8 MAY 2018

## CANADIAN EMPLOYMENT NEWS SERIES

As part of the sweeping changes to Alberta's workers' compensation legislation announced by the Alberta Government on November 27, 2017, when it tabled Bill 30: *An Act to Protect the Health and Well-being of Working Albertans*, employers will be facing strict return to work requirements effective September 1, 2018.

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### **Report on workplace safety points to increased activity by government agencies in enforcing health and safety rules**

8 MAY 2018

## CANADA IN FOCUS

On April 27, 2018, the Parkland Institute of the University of Alberta and the Alberta Workers' Health Centre released a joint report on workplace safety in Alberta entitled "Safer by Design: How Alberta Can Improve Workplace Safety." The report comes on the heels of new health and safety legislation passed in late 2017 designed to improve worker safety in Alberta.

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### **Be Aware: Disparate pay for maternity and shared parental leave may be indirect discrimination**

7 MAY 2018

The EAT's recent ruling, in *Capita Customer Management Limited v Ali*, that a father who wished to take shared parental leave was not directly discriminated against in not being entitled to the higher maternity pay rate.

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### **Legislative Developments in Spain Fourth Quarter 2017**

7 MAY 2018

We take a look at recent legislative developments in Spain and across EMEA. For the full update, please click on the article.

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### **Pensions Ombudsman Round Up April 2018**

7 MAY 2018

## [PENSIONS ROUND-UP UK SERIES](#)

Welcome to the latest edition of DLA Piper's Pensions Ombudsman Round-Up newsletter in which we report on determinations made by the Pensions Ombudsman and Deputy Pensions Ombudsman.

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### **New Jersey requires paid sick leave for all employees, the latest development in the ever-expanding and increasingly complicated world of paid leave**

7 MAY 2018

Governor Phil Murphy has signed into law new statewide legislation requiring paid sick leave rights for employees. The new law is set to go into effect in October 2018.

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### **SEC proposes rules and interpretations to protect retail investors**

2 MAY 2018

A close look at each component of the SEC's retail investor protection proposal.

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### **Be Global: April 2018**

1 MAY 2018

## [BE GLOBAL SERIES](#)

This month's Be Global looks at recent developments across the Americas, APAC and EMEA.

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### **Be Aware April 2018**

30 APR 2018

## [BE AWARE BELGIUM SERIES](#)

"Cash for cars" – a few points of attention on the introduction of the mobility allowance. Belgium now also has legislation in force with regard to disconnecting.

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### **Pensions Round-Up March 2018**

30 APR 2018

## [PENSIONS ROUND-UP UK SERIES](#)

Welcome to the latest edition of Pensions Round-Up which provides an overview of developments in pension legislation, case law and regulatory guidance. In this edition we look at key developments from March 2018.

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### **Be Aware: Less than one month to go until GDPR - are you ready?**

30 APR 2018

The countdown is on to the implementation of the GDPR on 25 May 2018. With less than one month to go, many employers will be finalising their preparation for the changes the new law will bring to data protection in the workplace.

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## **SEC proposes "regulation best interest" rule package, including new disclosure form and investment adviser conduct interpretation**

24 APR 2018

The rule package is designed to "enhance the quality and transparency of investors' relationships with investment advisers and broker-dealers."

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## **Avoid misclassification quagmires by understanding differences between contractors and employees**

23 APR 2018

Classification missteps can translate to significant legal and economic risk for businesses, and workers who are not properly classified also face negative consequences.

---

## **Changes ahead for the British Columbia Employment Standards Act**

18 APR 2018

### **CANADA IN FOCUS**

On April 9, 2018, the B.C. government introduced Bill 6, *the Employment Standards Amendment Act, 2018*, in the B.C. legislature. Bill 6 will amend the B.C. *Employment Standards Act* (the "ESA") with respect to maternity leave, parental leave, and compassionate care leave, as well as establish two new job-protected leaves.

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## **Fifth Circuit opinion invalidating fiduciary rule creates circuit split; SEC moves forward on fiduciary rule proposals**

17 APR 2018

Conflicting opinions among the circuits have created a quandary for firms that provide investment-related information to plans. Meanwhile, the SEC is preparing its fiduciary regulation proposal.

---

## **China's State Council Issues Trial Measures for Transferring IPR Overseas: Is There Need for Alarm?**

16 APR 2018

On March 29, 2018, the State Council published the Notice on Promulgating the Relevant Measures for Transferring Intellectual Property Rights (IPR) Overseas (For Trial Implementation) ("Trial Measures").

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## **Ramadan in the GCC**

15 APR 2018

There are strict rules on working hours during Ramadan for certain categories of employees which employers should carefully consider. Read our full analysis of these.

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## **Be Aware: Employers do not discriminate by paying more for maternity leave than shared parental leave**

13 APR 2018

The EAT has confirmed in *Capita Customer Management Limited v Ali* that a father who took shared parental leave was not directly discriminated against in not being entitled to the higher maternity pay rate which the employer paid to employees taking maternity leave.

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### **Court dismisses class action, rejecting claim that 7-Eleven's franchisees are employees**

12 APR 2018

#### **[FRANCAST SERIES](#)**

Courts are increasingly cognizant of the fact that franchisors must exercise certain controls to protect their trademarks, system and goodwill.

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### **Credit Karma fined by SEC for stock option failures**

10 APR 2018

The SEC stated that the failure to provide enhanced disclosure triggered the violation.

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### **Be Aware Belgium February 2018**

28 FEB 2018

#### **[BE AWARE BELGIUM SERIES](#)**

This issue discusses whether providing computers to employees should necessarily be considered as part of the remuneration and thus subject to social contributions or not; but also the burden of proof in case of discrimination.

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### **Be Aware Belgium March 2018**

30 MAR 2018

#### **[BE AWARE BELGIUM SERIES](#)**

Can an employer be obliged to provide reasonable adjustments for an employee who wants to resume work following an illness resulting from cancer? The General Data Protection Regulation: what rights do employees have?

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### **Be Global: March 2018**

29 MAR 2018

#### **[BE GLOBAL SERIES](#)**

This month's Be Global looks at recent developments across the Americas, APAC and EMEA.

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### **Be Aware: EHRC confirms enforcement action will be taken against employers who fail to publish gender pay gap reports**

28 MAR 2018

With one week to go until the deadline for employers of 250 or more employees to report their gender pay gap information, the Equality and Human Rights Commission (EHRC) has confirmed that it will take enforcement action against any employers who

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fail to report on time.

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## **Pensions Law - April 2018 changes**

27 MAR 2018

A number of changes to pensions legislation come into force on 6 April 2018 covering issues including automatic enrolment, disclosure, transfers, the lifetime allowance and employer debt. In this Pensions Alert we provide a reminder of these changes and note where trustees and employers may need to take action.

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## **Pensions Round-Up February 2018**

26 MAR 2018

### **[PENSIONS ROUND-UP UK SERIES](#)**

Welcome to the February 2018 edition of Pensions Round-Up which provides an overview of developments in pension legislation and regulatory guidance. In this edition we look at key developments from February 2018.

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## **Pratt, Jon Vaughan Merrick and Barclays Capital Asia Limited: the fight for the unvested bonuses continues**

26 MAR 2018

The Tadjudin ruling in 2015 highlighted the willingness of the courts to imply an 'anti-avoidance' term into contracts to protect against terminations aimed at depriving executives of bonuses or vesting of benefits.

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## **Bondage, Enslavement, Servitude: New South Wales follows suit and proposes Modern Slavery Law**

22 MAR 2018

New South Wales has followed the Commonwealth's lead and introduced a Modern Slavery Bill 2018 into the New South Wales Legislative Council on 8 March 2018. The objects of the Bill include to combat modern slavery, to provide for an Anti-slavery Commissioner, and to mandate the reporting of risks of modern slavery occurring in the supply chains of certain corporate organisations.

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## **Dismissal for misconduct formality in Morocco: between law and case law**

15 MAR 2018

Under Moroccan labour law, case law plays a significant role in bridging the void left behind with regards to dismissal for misconduct. If the texts' interpretation by the magistrates has the merit of clarifying certain unclear provisions, it is nevertheless now more difficult to render the predictability of the application of the rules of law.

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## **Proposed amendments to the Singapore Employment Act will offer better protection including for workers earning above S\$4,500**

14 MAR 2018

The Employment Act (Cap. 91) of Singapore will be undergoing significant changes further to a month-long public consultation process.

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## **Pay Transparency Act, 2018: Ontario introduces legislation directed at the gender wage gap**

9 MAR 2018

### **CANADA IN FOCUS**

On March 6, 2018, the Hon. Kevin Flynn, Ontario Minister of Labour, introduced legislation entitled *Bill 203, Pay Transparency Act, 2018*. Bill 203 is part of a government initiative in Ontario to close the wage gap between women and men in the province.

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## **Be Aware: Holiday and casual workers - the 12.07% formula challenged**

9 MAR 2018

A recent decision of the Employment Appeal Tribunal casts doubt on the practice of employers fulfilling their obligations to allow paid annual leave to casual workers by providing for holiday accrual at the rate of 12.07% of hours worked.

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## **Recent Developments in the Regulation of Employment Agencies**

1 MAR 2018

There have been some key developments in relation to the regulation and licensing of employment agencies. Recent enforcement action by the Commissioner for Labour also evidences a growing trend towards closer monitoring of the activities of EAs and a willingness to revoke or fail to renew licenses for EAs who fail to comply with the required standards and regulations.

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## **Northwest Territories set to increase minimum wage**

1 MAR 2018

### **CANADA IN FOCUS**

Similar to trends in other areas of Canada, the minimum wage in the Northwest Territories will increase from \$12.50 per hour to \$13.46 per hour effective April 1, 2018. Minimum wage in Nunavut is currently \$13.00 per hour.

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## **Be Global: February 2018**

28 FEB 2018

### **BE GLOBAL SERIES**

This month's Be Global looks at recent developments across the Americas, APAC and EMEA.

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## **Pensions Round-Up January 2018**

27 FEB 2018

### **PENSIONS ROUND-UP UK SERIES**

Welcome to the latest edition of Pensions Round-Up which provides an overview of developments in pension legislation, case law and regulatory guidance. In this edition we look at key developments from January 2018.

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## **Bill 174 provides clarity for Ontario employers on the federal legalization of marijuana**

26 FEB 2018

### **CANADA IN FOCUS**

The rapid and significant changes to the legal status of marijuana in Canada raise new questions and challenges for employers across the country. In Ontario, some of these questions were answered when Bill 174, *Cannabis, Smoke-Free Ontario and Road Safety Statute Law Amendment Act, 2017* received Royal Assent on December 12, 2017.

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## Preparing for mandatory data breach reporting and record-keeping

26 FEB 2018

### [CANADIAN EMPLOYMENT NEWS SERIES](#)

There was no shortage of high-profile data incidents in 2017, with massive increases in the number of data breaches over 2016 in both the United States and Canada. The increase in breaches, combined with significant recent developments in Canadian privacy legislation, have privacy issues as a top priority for many organizations this year.

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## Canadian Employment News Series February 2018

26 FEB 2018

### [CANADIAN EMPLOYMENT NEWS SERIES](#)

How has a recent Supreme Court of Canada decision broadened the scope of human rights protection in employment? What developments are coming for data breach reporting and why is it important to employers? What happens when managerial employees wish to unionize in Quebec? What are the top employment and labour decisions of 2017? We explore these topics in the February 2018 edition of the *Canadian Employment News Series*.

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## Supreme Court of Canada decision broadens scope of human rights protection in employment

26 FEB 2018

### [CANADIAN EMPLOYMENT NEWS SERIES](#)

In a landmark decision released on December 15, 2017, the Supreme Court of Canada determined that the British Columbia *Human Rights Code* protects individuals from discriminatory conduct perpetrated by employers with whom they have no employment relationship, so long as the discriminatory conduct has a "sufficient nexus to the employment context". The decision is particularly important to multi-employer workplaces, such as construction sites and workplaces that have a mix of contractors and employees.

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## Top Developments in Canadian Employment Law in 2017

26 FEB 2018

### [CANADIAN EMPLOYMENT NEWS SERIES](#)

With 2017 in our rear-view mirror and with 2018 now upon us, it is time to reflect on the top developments in Canadian employment law in 2017.

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## Gambling on the unionization of managerial employees

26 FEB 2018

### [CANADIAN EMPLOYMENT NEWS SERIES](#)

To date, Quebec's Labour Code expressly prohibits managerial employees from unionizing. A recent series of decisions arising from a dispute between casino employees and their employer, however, suggests the blanket ban on managerial unionization could be lifted (or at least limited) in the coming months, thereby creating the potential for a momentous shift in labour relations

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in the province of Quebec.

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### Supreme Court holds whistleblowers must report to SEC to gain anti-retaliation protection under Dodd-Frank – corporate action steps

22 FEB 2018

In the wake of *Digital Realty*, corporate compliance teams should reevaluate their whistleblower programs to ensure that employees perceive those programs as protecting them if they report an issue.

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### Israel Group News

20 FEB 2018

#### ISRAEL GROUP NEWS

Helping to create opportunities for Israeli companies by leveraging our global relationships.

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### Pensions Ombudsman Round-Up January 2018

15 FEB 2018

#### PENSIONS ROUND-UP UK SERIES

Welcome to the latest edition of DLA Piper's Pensions Ombudsman Round-Up newsletter in which we report on determinations made by the Pensions Ombudsman and Deputy Pensions Ombudsman.

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### Employment Relations Amendment Bill

13 FEB 2018

On 7 February 2018 Workplace Relations and Safety Minister Iain Lees-Galloway presented to a group of DLA Piper clients and contacts on the government's workplace relations change programme. The Minister spoke about a range of topics including the recently introduced Employment Relations Amendment Bill 2018 (the **Bill**). The Bill is the first significant step the new government has taken to amend the Employment Relations Act 2000 (the **Act**). Many of the proposed amendments to the Act reverse changes made by the National government over the previous 9 years.

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### 2018 Asia Employment Law Forecast

9 FEB 2018

Attached is our preview of some of the key Asia Employment Law developments upcoming as we move into 2018. We hope you find this guide useful.

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### Be Aware: Government publishes response to Taylor review and four consultation papers

9 FEB 2018

The Government has published 'Good Work', its response to the Taylor Review, which investigated what impact modern working

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practices are having on the world of work.

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### **TechLaw Podcast: The disruptive impact of AI and automation technologies**

9 FEB 2018

#### **TECHLAW PODCAST SERIES**

What impact are AI and automation having on business operations - and workers themselves? And what impact will they have in the future? With DLA Piper partner and Technology Sector co-chair Kit Burden and Ashish Gupta, Corporate Vice President - ITO and Infrastructure Service Sales EMEA at HCL Technologies.

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### **Be Aware: April 2018 tax reforms will impact on employers making termination payments**

6 FEB 2018

Employers who are planning to make termination payments to departing employees on or after 6 April 2018 need to be aware of important reforms which will take effect on 6 April 2018.

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### **Be Aware Belgium January 2018**

1 FEB 2018

#### **BE AWARE BELGIUM SERIES**

This issue discusses whether providing computers to employees should necessarily be considered as part of the remuneration and thus subject to social contributions or not; but also the burden of proof in case of discrimination.

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### **#MeToo: new tax law impacts the deduction of legal settlement amounts**

1 FEB 2018

Congress has disallowed a corporate tax deduction for any payout related to sexual harassment or sexual abuse if the payment is subject to a nondisclosure agreement.

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### **Be Global: On the Horizon in 2018**

31 JAN 2018

#### **BE GLOBAL SERIES**

In this January 2018 edition, we are pleased to provide you with a look ahead at the key changes expected to come into effect during the course of 2018.

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### **Boardroom Brexit - the issues that really matter to your business**

31 JAN 2018

#### **BOARDROOM BREXIT**

There was huge political impetus to move the Brexit negotiations on to the second phase in December last year, after unpromising negotiations in October and November. Had the European Council (EU-27 Heads of State) not agreed to do so, the

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chances of a negotiated outcome would have faded significantly.

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### **Blacklist introduced for Operating Business in China Without License**

25 JAN 2018

Foreign companies intending to hire workers and operate in China without registering a legal entity (e.g. a representative office or wholly-owned subsidiary) should be aware that they may be put on a blacklist that is being set up by the Chinese government.

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### **Be Aware: Gender Pay Reporting Regulations: Are you ready?**

25 JAN 2018

In 10 weeks' time, the deadline for gender pay gap reporting for every employer with 250 or more employees will be here. The Government estimates that around 9,000 employers will be required to report and, to date, less than 700 have done so - in the region of 7.5%.

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### **How considerate of you to offer! No obligation to offer employment on the same terms after an asset purchase**

25 JAN 2018

#### **CANADA IN FOCUS**

In *Krishnamoorthy v. Olympus Canada Inc.*, 2017 ONCA 873, the Ontario Court of Appeal overturned the motion for summary judgment and confirmed that the purchaser of a business' assets can choose to offer employment to the vendor's employees on new terms with no additional consideration other than the offer of employment itself.

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### **Pensions Round-Up December 2017**

23 JAN 2018

#### **PENSIONS ROUND-UP UK SERIES**

Welcome to the latest edition of Pensions Round-Up which provides an overview of developments in pension legislation, case law and regulatory guidance. In this edition we look at key developments from December 2017.

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### **Tax reform may change approach to executive compensation**

22 JAN 2018

Julia Kovacs discusses how the performance-based compensation exception worked before the reform act, and how it repeals the exception and expands the deduction loss for executive compensation.

*This article was originally published in Westlaw and is reproduced with permission from the publisher.*

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### **Employers: 2018 deadlines approach to furnish incentive stock option and employee stock purchase plan information statements and returns**

19 JAN 2018

The deadline approaches for timely filing and furnishing of IRS Forms 3921/3922.

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## **Be Aware: CAC rejects novel collective bargaining application in respect of outsourced workers**

19 JAN 2018

The Central Arbitration Committee (CAC) has rejected a novel application by the Independent Workers of Great Britain union (IWGB) for statutory recognition by the University of London, in respect of workers employed by Cordant Security to provide outsourced services to the University.

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## **The Expanded Scope of Human Rights Protection: The Supreme Court of Canada's decision in *British Columbia Human Rights Tribunal v. Schrenk***

16 JAN 2018

### **CANADA IN FOCUS**

The Supreme Court of Canada has recently released its decision in *British Columbia Human Rights Tribunal v. Schrenk*, 2017 SCC 62, on appeal from the British Columbia Court of Appeal. This decision expands the scope of protection under Human Rights legislation into non-traditional workplace relationships.

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## **Pensions Ombudsman Round-Up December 2017**

5 JAN 2018

### **PENSIONS ROUND-UP UK SERIES**

Welcome to the latest edition of DLA Piper's Pensions Ombudsman Round-Up newsletter in which we report on determinations made by the Pensions Ombudsman and Deputy Pensions Ombudsman.

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## **Pensions Round-Up November 2017**

5 JAN 2018

### **PENSIONS ROUND-UP UK SERIES**

Welcome to the latest edition of Pensions Round-Up which provides an overview of developments in pension legislation, case law and regulatory guidance. In this edition we look at key developments from November 2017.

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## **Be Aware: EHRC consults on its approach to enforcement of gender pay reporting regulations**

4 JAN 2018

The Equality and Human Rights Commission (EHRC) has published a draft policy paper setting out the approach it intends to take in using its enforcement powers in respect of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (GPGR).

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## **DLA Piper's white book on digital transformation in free-view access**

3 JAN 2018

In April 2017, Paris office launched the *Guide du Numérique* (DLA Piper 180 pages white book on digital transformation) co-edited with the leading business magazine Option Finance, aimed at summarizing in one 'white book' the main legal topics and issues regarding the digital transformation.

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## **E-employment contract**

29 DEC 2017

Since 2007 employment contracts can be signed electronically. Moreover, it is also possible to send and archive various social documents electronically.

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## **Dissuading garden leave periods**

29 DEC 2017

One of the biggest challenges of the Belgian labour market is to retain older employees longer in employment. To address this issue, the Belgian legislator restricted the legal possibilities for early retirement, and adopted several measures to "reactivate" older employees in employment, among others by dissuading garden leave periods.

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## **Employee profit participation plans**

29 DEC 2017

One of the primary goals of the current Belgian Federal Government is to reduce the salary costs of employees in Belgium. To achieve this goal, the Government introduces a legal framework for cost-effective employee profit participation plans (EPPP).

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## **The factual reinstatement of probationary periods**

29 DEC 2017

Since 1st of January 2014, it is not possible to include probationary periods in newly concluded employment contracts (except for students and temporary agency workers).

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## **Enhancing social protection of international employees assigned to Belgium**

29 DEC 2017

Each employer who wants to occupy foreign workers (or self-employed for that matter) in Belgium must (unless those excluded by law) preliminarily declare their employment to the Belgian labour authorities via a so-called LIMOSA-declaration.

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## **The flexi-job system is extended to a number of other sectors**

29 DEC 2017

The flexi-job regime was already introduced in the horeca (hotels, restaurants and pubs) sector by means of the Act of 16 November 2015 holding various provisions concerning social affairs. The system aimed to combat undeclared labour in the sector by offering a regime that can easily be reconciled with the high fluctuations in the demand for staff in this sector and that restricts the tax and social security costs in this labour intensive industry through a favourable tax and social security regime.

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## **When it storms in Paris, it is drizzling in Brussels: also in Belgium legislation on disconnecting from e-mail**

29 DEC 2017

In the current technological and economic climate, a lot of workers are provided with a mobile phone by their employer on which e-mails arrive at any hour of the day and whereby the expected speed of reply is continuously increasing.

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## Social inspectors: mystery shoppers when it comes to discrimination?

29 DEC 2017

The legal reforms amend the social criminal code by allowing social inspectors to act as mystery shoppers in the context of the three anti-discrimination laws.

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## Stimulating e-commerce: new rules regarding night work and Sunday work

29 DEC 2017

To develop e-commerce activities, the possibility to perform night work, i.e. work performed between 8 PM and 6 AM, and Sunday work is crucial. In Belgium however, the current process to implement such work regimes is a heavy burden for employers and hinders the efficient performance of e-commerce activities in this fast-paced industry.

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## Be Aware Belgium December 2017

28 DEC 2017

### [BE AWARE BELGIUM SERIES](#)

This issue discusses whether an employer can be exempted from payment of a mobility allowance provided by a collective bargaining agreement approved at the sectoral level if there is a similar benefit in place within the company, it takes a look at bonus plans and discusses benefits granted by third parties.

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## Be Global: 2017 in review

20 DEC 2017

### [BE GLOBAL SERIES](#)

In this month's edition of Be Global, we bring together a summary of the most significant international employment law developments from the past 12 months.

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## Be Aware: Employer's direct pay offer to employees was unlawful inducement to end collective bargaining

19 DEC 2017

In our Be Aware blog post of 28 February 2017 we reported on the employment tribunal decision in *Dunkley v Kostal UK Limited*, a case on s.145B of the Trade Union and Labour Relations (Consolidation) Act 1992. Section 145B is complex but essentially prohibits employers from making offers directly to union members.

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## Belgian Labour Law Reforms 2018

18 DEC 2017

After the introduction of the Flexible and Workable Work Act earlier this year to modernise Belgian employment laws, the Belgian legislator adopted additional legal reforms, primarily focused on job creation, on increasing the sustainability of work and on increasing the international competitiveness of the Belgian labour market.

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## Labor law reforms in China: 19th National Congress and recent legal developments in Beijing, Shanghai and

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## Guangdong

15 DEC 2017

The 19th National Congress of the Chinese Communist Party concluded in October 2017. Although labor relations is not the main focus of the discussions, President Xi did make passing comments in his report. These comments, together with recent legal developments in Beijing, Guangdong and Shanghai, give us a glimpse into how potential labor law reforms may look like in China.

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## Reporting deadlines for the *Accessibility for Ontarians with Disabilities Act, 2005*

13 DEC 2017

### CANADA IN FOCUS

The new year is fast approaching, bringing with it colder weather, holiday party invites and... a filing obligation under the *Accessibility for Ontarians with Disabilities Act, 2005* (AODA).

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## Be Aware: Brexit: Deal on EU citizens agreed in principle

12 DEC 2017

On 8 December 2017, an agreement in principle was reached between the UK and the EU on the future rights of EU citizens currently living lawfully in the UK. In short, the Government has announced that these individuals will be able to stay in the UK and enjoy broadly the same rights and benefits as they do now.

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## Israel Group News

7 DEC 2017

### ISRAEL GROUP NEWS

Helping to create opportunities for Israeli companies by leveraging our global relationships.

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## Be Global November 2017

7 DEC 2017

### BE GLOBAL SERIES

This month's Be Global looks at recent employment law developments across the Americas, APAC and EMEA.

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## Pension Scheme Trustees and the GDPR

7 DEC 2017

With less than six months to go until the General Data Protection Regulation (GDPR) comes into force on 25 May 2018, trustees of occupational pension schemes need to ensure that they are on track with their preparations to become GDPR-compliant.

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## Sweeping changes coming for Alberta's occupational health and safety laws

30 NOV 2017

More than 40 years after its last in-depth review of Alberta's occupational health and safety legislation the Alberta Government tabled Bill 30: *An Act to Protect the Health and Well-being of Working Albertans*, which passed first reading on November 27,

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2017. Bill 30 proposes changes to the Province's *Workers' Compensation Act* and *Occupational Health and Safety Act*.

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### **Be Aware: A worker must be able to carry over paid annual leave when an employer does not allow him to exercise that right**

29 NOV 2017

The European Court of Justice held today in *King v The Sash Window Workshop* that a worker must be able to carry over and accumulate unexercised rights to paid annual leave when an employer does not put that worker in a position in which he is able to exercise his right to paid annual leave.

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### **Pensions Round-Up October 2017**

22 NOV 2017

#### **[PENSIONS ROUND-UP UK SERIES](#)**

Welcome to the latest edition of Pensions Round-Up which provides an overview of developments in pension legislation, case law and regulatory guidance. In this edition we look at key developments from October 2017.

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### **Restrictive covenants in the UAE**

22 NOV 2017

In the event that an employee leaves an organisation, how does the management protect their business in order to reduce the risk that the individual will disclose their confidential information and contact details of their customers to their new organisation?

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### **Be Aware: Government select committees publish draft Bill on worker status**

21 NOV 2017

The Work and Pensions (WP) and Business, Energy and Industrial Strategy (BEIS) Committees yesterday published a joint report, *A framework for modern employment, (Report)* which contains a draft Bill which aims to take forward some of the central proposals from the Taylor Review of modern working practices, which published its report in July.

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### **Be Aware Belgium November 2017**

20 NOV 2017

#### **[BE AWARE BELGIUM SERIES](#)**

This issue discusses which students can conclude a student contract and whether an employer can invoke new facts and evidence after the dismissal procedure of a protected employee for serious cause has already been initiated. The issue also names the recent DLA EPB publications.

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### **Alberta Court of Appeal decision supports random workplace drug testing in safety-sensitive workplaces**

16 NOV 2017

#### **[CANADA IN FOCUS](#)**

There has been significant discussion in recent weeks concerning the recent Alberta Court of Appeal decision on random

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workplace drug testing. *Suncor Energy Inc. v Unifor Local 707A*, 2017 ABCA 313 saw the appellate court reject Unifor's complaint that random testing on Suncor's Fort McMurray area oil sands sites was too intrusive. Random drug testing is, as a rule, only permissible when there is a demonstrable substance abuse problem in the workplace.

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### **How to gather snowflakes: big data, AI and predictive analysis of customers**

15 NOV 2017

In this article, which accompanies an infographic covering 'How AI And Automation Are Transforming Retail', DLA Piper's lawyers consider big data and 'customer ownership' issues in the retail space, exploring the impact of big data, AI and predictive analysis of customers. This article, and the related infographic, also accompanies another article looking at the transformative impact of technology on retail and the supply chain, the likely reduction in the need for workers, inevitable HR issues that will arise and the dangers of getting 'locked in' to long term contracts in a fast-changing market.

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### **Be Aware: Equal Pay Day puts the spotlight on gender gaps**

10 NOV 2017

10 November 2017 is Equal Pay Day - the day when women effectively stop earning for the remainder of the year compared to men. This is based on the current (mean) gender pay gap which the ONS has revealed to be 14.1% for women working full-time.

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### **Federal government announces implementation of new EI maternity and parental benefits**

9 NOV 2017

#### **CANADA IN FOCUS**

As of December 3, 2017, eligible pregnant workers will be able to receive employment insurance maternity benefits up to 12 weeks before their due date, and parents can choose to receive parental benefits over a period of 12 months at the current benefit rate or up to 18 months at a lower benefit rate.

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### **Pensions Round Up September 2017**

2 NOV 2017

#### **PENSIONS ROUND-UP UK SERIES**

Welcome to the latest edition of Pensions Round-Up which provides an overview of developments in pension legislation, case law and regulatory guidance. In this edition we look at key developments from September 2017.

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### **Pensions Ombudsman round up September 2017**

2 NOV 2017

Welcome to the latest edition of DLA Piper's Pensions Ombudsman Round-Up newsletter in which we report on determinations made by the Pensions Ombudsman and Deputy Pensions Ombudsman.

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### **Be Global October 2017**

1 NOV 2017

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## BE GLOBAL SERIES

This month's Be Global looks at recent employment law developments across the Americas, APAC and EMEA.

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### A promising solution for employers hiring foreign talent: An analysis of the Global Skills Strategy

31 OCT 2017

It has been widely recognized that Canadian employers, particularly high-growth companies, need a faster and more predictable process for attracting top global talent in order to increase economic growth, create more jobs and facilitate the transfer of skills and knowledge to Canadians. With this in mind and in order to support its Innovation and Skills Plan, the Government of Canada launched the Global Skills Strategy on June 12, 2017.

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### Unexpected Human in the Bagging Area: the impact of automation on retail workforces

27 OCT 2017

I suspect most of us have had the experience from time to time - you're looking to buy something a little bit out of the ordinary, and don't really know where to start. Two stories I heard recently neatly illustrate how that can result in both good and bad experiences. One story involves a teetotal friend looking to buy wine for a dinner party. His trip to a specialist vintner was frustrated by a condescending member of staff and resulted in my friend leaving the shop having not made a purchase. In contrast, another friend decided to take up running after being on maternity leave. She visited a running shop, was put at ease but a member of the sales team and left with trainers, clothes and gadgets.

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### The fine line between fixed term and indeterminate employment contracts in Quebec

23 OCT 2017

#### CANADA IN FOCUS

At a time when employees are regularly presented with contracts containing end dates upon their hiring, distinguishing between fixed term and indeterminate contracts is of particular relevance and importance for employers in Quebec. Many employers are surprised to learn that employment contracts stipulating fixed end dates are not necessarily contracts of determinate duration, but rather qualify as indeterminate contracts.

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### Middle East Employment Law: End of Service Gratuity in the United Arab Emirates

10 OCT 2017

#### MIDDLE EAST EMPLOYMENT LAW PODCAST SERIES

Neil Crossley and Patricia Wardrop from the Middle East Employment team discuss the basic rules and a number of more complex issues relating to the calculation and treatment of End of Service Gratuity in the United Arab Emirates.

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[Cookie policy](#)

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## Be Aware Belgium September 2017

5 OCT 2017

### [BE AWARE BELGIUM SERIES](#)

This issue discusses preliminary hearings in case of dismissal in the public sector and the differences between statutory staff and contract workers; the rules to be applied to student contracts in case of successive employment contracts; private communications on professional accounts and under which conditions these can be monitored by an employer; but also the Wage Norm Act and how the wage increases for 2017-2018 are gradually becoming clear.

Also, save the date as our employment team will host a breakfast seminar on 'Loi Peeters: vers un travail faisable et maniable' co-organised with the Union Wallonne des Entreprises on 20 October 2017. More information and registration link in this issue.

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## Strangers in a strange land

5 OCT 2017

When an overseas employer has its staff working in New Zealand under their overseas employment contracts, does New Zealand employment law cover them? This question was partially answered in the recent Supreme Court decision, *Brown & Anor v New Zealand Basing Limited*.

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## Canadian Employment News Series October 2017

3 OCT 2017

### [CANADIAN EMPLOYMENT NEWS SERIES](#)

In this issue, we explore the thorny issue of managing employee drug and alcohol addictions, the tripartite employment relationship in unionized workplaces, and the importance for employers to carefully consider accommodation options, beginning with the hiring process.

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## Alberta Human Rights Tribunal reminds employers to consider accommodation of job applicants

3 OCT 2017

## CANADIAN EMPLOYMENT NEWS SERIES

The Alberta Human Rights Tribunal decision in *Nolting v 847012 Alberta Ltd. o/a Prime West Contracting* serves as an important reminder to employers to carefully consider accommodation options, and where accommodation is expected or alleged to cause undue financial hardship, to ensure that this is supported by evidence.

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### The case for capacity: Supreme Court of Canada upholds employee's termination based on breach of "no free accident rule" in workplace drug and alcohol policy

3 OCT 2017

## CANADIAN EMPLOYMENT NEWS SERIES

Managing employee drug and alcohol addictions has long been a thorny issue for employers. Because addiction is accepted as a mental disability, it is a delicate balancing act to ensure employee privacy and human rights are respected while fulfilling an employer's obligations pursuant to occupational health and safety laws. However, the Supreme Court of Canada's decision in *Stewart v. Elk Valley Coal Corporation* may have smoothed the way for employers to discipline employees who break workplace drug and alcohol policies, addiction notwithstanding.

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### Recent Alberta Labour Relations Board decisions highlight tripartite employment relationship in unionized workplaces

3 OCT 2017

## CANADIAN EMPLOYMENT NEWS SERIES

It is tempting to think of employment in binary relationships – between employer and employee; between management and the union, and between the union and its membership. In truth, a unionized workplace has a tripartite structure where each party has obligations and rights with respect to the other two. The three-way nature of this relationship was highlighted in a series of decisions of the Alberta Labour Relations Board released in early August.

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### Macron Executive Orders: occupational risk prevention account (*compte professionnel de prévention*) (4/4)

27 SEP 2017

The fifth Executive Order relates to preventing and taking account of the effects of exposure to certain occupational risk factors and to the occupational risk prevention account. This order reforms the personal prevention of hazardous/arduous working conditions account (*compte personnel de prévention de la pénibilité* - CPPP), which becomes the "occupational risk prevention account" as of 1 October 2017.

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### The final call for Aviator UK

26 SEP 2017

Tyson Gundersen, Simon Kirkhope and Neil Riley explain how a major airport baggage handling company was wound down in an orderly fashion.

*The article was originally published in RECOVERY Magazine, Autumn 2017 and is reproduced with permission from the publisher.*

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## Minimum employment standards: get it right or pay

25 SEP 2017

The topic of immigration – and particularly migrant labour – has recently been broadly canvassed in the media with all the election coverage. In the employment law context, the situation of migrant workers is unfortunately most typically relevant to employer breaches of minimum employment standards.

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## Employee dismissed while on medical leave did not face discrimination, BC Human Rights Tribunal rules

25 SEP 2017

### CANADA IN FOCUS

The British Columbia Human Rights Tribunal's decision in *Whitmore v. Dr. J. T. Kelsall Inc. and another*, 2017 BCHRT 114 reaffirms the importance for employers to track employee performance.

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## Macron Executive Orders: Collective bargaining (3/4)

22 SEP 2017

This alert aims to summarize the most important measures provided in the Executive Order relating to "strengthening of collective bargaining" dated 22 September 2017. A ratification bill is currently discussed before the Parliament and should be voted by the end of the year. Approximately 20 implementing decrees shall be published before the end of the year for an effective application of the below provisions at the latest, on 1 January 2018.

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## Termination of staff housing arrangements

22 SEP 2017

### CANADA IN FOCUS

Staff housing arrangements can prove problematic for both employers and employees upon the termination of employment or where the employer wishes to recover possession of the premises for other reasons.

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## Pensions Round-Up: July/August 2017

21 SEP 2017

### PENSIONS ROUND-UP UK SERIES

Welcome to the latest edition of Pensions Round-Up which provides an overview of developments in pension legislation, case law and regulatory guidance. In this edition we look at key developments from the second half of July 2017 and August 2017.

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## Macron Executive Orders: merger of staff representative bodies (2/4)

21 SEP 2017

The Executive Order No. 2 on "*the new form of organization of social and economic dialogue within the company and encouraging the exercise and enhancement of trade union responsibilities*" was published in the Official Journal on September 23rd, 2017. This Order deletes some typos of the draft orders (such the references to new Articles created at this occasion) and also amends and clarifies some points, in particular regarding transitional measures.

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## Macron Executive Orders: predictability and security of employment relations (1/4)

20 SEP 2017

The Executive Order on the predictability and security of employment relations tackles various different topics arranged under six headings. Read the main points.

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## Overview of Macron reform law

18 SEP 2017

Through a comprehensive short slideshow, discover the key challenges and timeframe of the Macron Labour Reform Bill.

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## Consolidation of social dialogue - draft executive ordinances have been published

13 SEP 2017

On 31 August 2017, the French Government revealed the five draft executive ordinances issued pursuant to the Law authorizing the consolidation of social dialogue, which was fully validated by the French Constitutional Council (*Conseil Constitutionnel*) on 7 September. The orders are expected to be adopted during the Council of Ministers (*Conseil des ministres*) on 22 September and officially published in the *Journal officiel* on 25 September. They would enter into force the following day, save for provisions requiring subsequent measures of implementation.

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## In the latest issue of *Israel Group News*

11 SEP 2017

Helping to create opportunities for Israeli companies by leveraging our global relationships.

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## Update on Australian Modern Slavery Reporting Requirements

5 SEP 2017

Update in relation to the Australian Government consultation paper seeking industry commentary and feedback on Australian Modern Slavery in Supply Chains Reporting Requirements.

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## Guide to Going Global: Employment

As business grows more global, the challenge for in-house counsel and HR professionals responsible for workforce issues and

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employment law compliance is intensifying. This guide is designed to meet that challenge head on and has been produced in response to feedback from clients in both established and emerging international businesses.

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### **Eid: A guide for GCC private sector employers**

30 AUG 2017

With the upcoming festival of Eid Al-Adha, employers in the region need to be mindful of the requirements around holidays, whilst also managing employee expectations and balancing the needs of the business. This article provides guidance for private sector employers in the GCC on frequently asked questions in relation to the upcoming Eid holiday and other public holidays.

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### **Amputation brings big fine**

28 AUG 2017

Last week the first fine was imposed on a business for breach of the Health and Safety at Work Act 2015 (**HSWA**). This first case relates to an incident in which a portion of a worker's hand was amputated after it was caught in the auger of a plastic extrusion machine he was operating in his employer's workplace.

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### **Higher Health & Safety fines are a new reality**

28 AUG 2017

On 22 August, the first fine was imposed on a business for breach of the Health and Safety at Work Act 2015. While these fines cannot be insured, the 6-fold increase in penalties under the new Act will change defence strategy in a number of ways and businesses need to ensure they have appropriate insurance cover.

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### **New procedure for foreigners' employment contracts**

21 AUG 2017

The recruitment of foreign employees in Morocco is subject to special procedures in order to obtain a work permit (*by way of authorization from the Ministry of Labour*). Indeed, Article 516 of the Labor Code provides that: "Any employer wishing to recruit a foreign employee must obtain an authorization from the governmental authority responsible for the employment, which is granted in the form of a visa affixed to the employment contract". The requirement is a public policy provision (*provision d'ordre public*).

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### **What will the European General Data Protection Regulation mean for Canadian employers?**

21 AUGUST 2017

#### **CANADA IN FOCUS**

If you are an employer in Canada, you need to be aware of the European General Data Protection Regulation ("GDPR") which will come into force in the spring of 2018. Organizations with employees in Europe will need to be compliant with the GDPR in accessing and using the personal data of any European employees.

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## Hazardous Substances Regulations

18 AUG 2017

From 1 December 2017, those who manufacture, use, handle, store and transport hazardous substances in the workplace will need to follow the new Health and Safety at Work (Hazardous Substances) Regulations 2017 (**Regulations**). At present the rules to protect individuals from workplace activities involving hazardous substances are set out in the Hazardous Substances and New Organisms Act 1996 (**HSNO**).

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## Saudi Arabia moves to 100 percent foreign ownership for engineering consultants

17 AUG 2017

The Saudi Arabian General Investment Authority (SAGIA) has recently been authorised to grant engineering consultancy licences, signalling a relaxation of foreign ownership restrictions in the Kingdom of Saudi Arabia (KSA). Effectively, this means that 100-percent non-KSA owned consultants can now apply for engineering consultancy licences in the Kingdom.

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## BC reintroduces Human Rights Commission after 15-year absence

16 AUG 2017

### [CANADA IN FOCUS](#)

Disbanded in 2002 in favour of a direct-access model, the new Human Rights Commission will reflect a period of consultation with the public, stakeholders, and experts.

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## Pensions Round-Up: June/July 2017

11 AUG 2017

### [PENSIONS ROUND-UP UK SERIES](#)

Welcome to the latest edition of Pensions Round-Up which provides an overview of developments in pension legislation, case law and regulatory guidance. In this edition we look at key developments from June 2017 and the first half of July 2017.

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## Top franchise cases of 2016

30 MAR 2017

Joint employer and employee misclassification claims remained hot in franchising throughout 2016.

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## Top franchise decisions: two standouts from 2015

29 MAR 2016

What is a joint employer? Two significant cases.

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## No summary judgment for reasonable notice determinations

25 JUL 2017

## CANADA IN FOCUS

In deciding that wrongful dismissal damages were not an appropriate matter for summary judgment, the court's finding in *Coffey v. Nine Energy Inc.* could have significant impact for employment litigation in Alberta.

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### Top franchise matters of 2014

24 MAR 2015

Summarizing three of the year's most significant matters

---

### NLRB starts holidays early, demands employers gift their email systems to employees and unions

15 DEC 2014

A decision greatly expanding the rights of employees in the use of employer-provided communications

---

### Why employers should not take resignations at face value

11 JUL 2017

## CANADA IN FOCUS

The Court of Queen's Bench of Alberta recently decided whether requesting a severance package amounted to a resignation.

---

### New bill regarding the safeguarding of competitiveness

23 JUN 2017

## LABOUR LAW REFORMS IN BELGIUM: FLEXIBLE AND WORKABLE WORK, RE-INTEGRATING LONG-TERM SICK EMPLOYEES AND SAFEGUARDING COMPETITIVENESS

The Act of 19 March 2017 modifying the Act of 26 July 1996 (Act on the Salary Standard) creates a new framework for the social partners to determine the salary standard. This salary standard establishes the maximum margin by which the average labour cost per employee can be increased to safeguard the competitiveness with neighboring countries (Germany, France and the Netherlands).

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### Queens Speech unveils employment law changes

21 JUN 2017

Today the Queen unveiled the Government's legislative programme for the new two-year Parliament. This included a number of employment law reforms, aside from the impact of Brexit.

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### Posting of workers

20 JUN 2017

On 30 May 2017, Law No. 29/2017 concerning the posting of workers in the framework of the provision of services was published in the Official Journal of the Portuguese Republic.

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## **Alberta expands job-protected leave in broad reform of *Employment Standards Code***

20 JUN 2017

### **CANADA IN FOCUS**

Alberta employers will soon have to adapt to longer employee absences.

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## **Guide to Going Global: Employment**

As business grows more global, the challenge for in-house counsel and HR professionals responsible for workforce issues and employment law compliance is intensifying. This guide is designed to meet that challenge head on and has been produced in response to feedback from clients in both established and emerging international businesses.

[Download](#)

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## **United States Supreme Court reaffirms use of class action waivers in arbitration agreements: next stop – employment contracts**

18 DEC 2015

The most recent in a line of Supreme Court decisions affirming the validity of class action waivers in arbitration agreements

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## **Employers beware: New York City’s new “ban-the-box” law takes effect this October**

16 SEP 2015

The FCA joins the existing body of New York law regulating and restricting the use of criminal background checks.

---

## **Guidance clarifies NYC employers’ obligations under credit check law**

11 SEP 2015

The guidance, already in effect, provides important insight for employers on how the new law will be enforced

---

## **New York City employers now restricted from using employee or applicant credit history in making employment decisions**

7 MAY 2015

The law makes it an unlawful discriminatory practice for an employer to use or request an employee’s or applicant’s consumer credit history

---

## **New Jersey high court decision will reshape employer liability in sexual harassment cases**

13 FEB 2015

A significant sexual harassment decision that offers something positive for both employers and employees

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## Understanding the new Temporary Foreign Worker Program

24 Sep 2014

Due to recent major changes in corporate/business immigration law, employers must now reassess their global immigration and mobility strategies in response to said shortages and to ensure full compliance with Canadian laws and regulations.

---

## Dodd-Frank affects private companies too: practice points to note

3 DEC 2013

For private companies reviewing their governance structures in a post Dodd-Frank world, a capsule of the Act's relevant provisions

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## Law à la Mode

14 OCT 2013

### [LAW À LA MODE SERIES](#)

A quarterly e-magazine from our Fashion, Retail & Design Group with the latest industry news, comment and legal updates.

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## Law á la Mode

31 JUL 2013

### [LAW À LA MODE SERIES](#)

A quarterly e-magazine from our Fashion, Retail & Design Group with the latest industry news, comment and legal updates.

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## Guide to redundancies and reductions in force in Asia Pacific

9 JUL 2013

The recent tough economic climate has seen high-profile companies around the world forced to take action and reduce their workforce in an effort to remain competitive.

---

## Growing whistleblower activity calls for close employer attention to retaliation issues

7 MAY 2013

Careful consideration must precede adverse action against purported whistleblowers

---

## Supply chain planning in the post-BEPS era: five questions for MNEs

22 JUL 2015

After BEPS actions are incorporated into OECD documents and local legislation, tax planning opportunities will still exist, but realizing the benefits of tax planning will require a greater emphasis on economic substance. One often-overlooked area of opportunity is tax-efficient supply chain planning.

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## Events

### Upcoming

#### **Poland: A practical guide to employment law and best practice**

2 OCT 2019

#### **INTERNATIONAL EMPLOYMENT LAW**

London

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#### **Romania: A practical guide to employment law and best practice**

2 OCT 2019

#### **INTERNATIONAL EMPLOYMENT LAW**

London

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#### **TUPE Tactics**

30 October 2019

#### **TUPE TACTICS**

Manchester

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### Previous

#### **GDPR for UK employers one year on - addressing the key challenges**

18 JUN 2019

GDPR for employers one year on - addressing the key challenges

Manchester

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#### **GDPR for UK employers one year on - addressing the key challenges**

13 JUN 2019

GDPR for employers one year on - addressing the key challenges

London

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#### **Asia Pacific employment law training**

6 JUN 2019

International employment law

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London

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### **ADA and Digital Accessibility Webinar**

22 MAY 2019  
Webinar

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### **Employment law CLE breakfast briefing**

16 MAY 2019  
Dallas

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### **France: A practical guide to employment law and best practice**

14 MAY 2019  
International employment law  
London

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### **Germany: A practical guide to employment law and best practice**

14 MAY 2019  
International employment law  
London

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### **UAE & Saudi Arabia: A practical guide to employment law and best practice**

8 MAY 2019  
International employment law  
London

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### **Netherlands: A practical guide to employment law and best practice**

2 MAY 2019  
International employment law  
London

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### **Belgium employment law training**

2 MAY 2019  
International employment law  
London

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### **New employment challenges in transportation and logistics**

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17 APR 2019  
Webinar

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### **UK Employment Law Update**

11 APR 2019  
International employment law  
London

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### **UK: A practical guide to employment law and best practice**

11 APR 2019  
International employment law  
London

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### **Nordic employment law training (Denmark, Finland, Norway and Sweden)**

8 APR 2019  
International employment law  
London

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### **Konferencja DLA Piper**

4 APR 2019

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### **Spain: A practical guide to employment law and best practice**

26 MAR 2019  
International employment law  
London

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### **Italian employment law training course**

26 MAR 2019  
International employment law  
London

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### **Climate change: change your business!**

21 MAR 2019  
Amsterdam

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### **WIN In-House Counsel Day 2019 - Perth**

14 MAR 219  
WIN In-House Counsel Day 2019  
Perth

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### **WIN In-House Counsel Day 2019 - Melbourne**

12 MARCH 2019  
WIN In-House Counsel Day 2019  
Melbourne

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### **WIN In-House Counsel Day 2019 - Brisbane**

7 MARCH 2019  
WIN In-House Counsel Day 2019  
Brisbane

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### **WIN In-House Counsel Day 2019 - Sydney**

5 MARCH 2019  
WIN In-House Counsel Day 2019  
Sydney

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### **2019 Ukraine changes to exchange control rules that impact employee stock options**

5 FEB 2019  
Webinar

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### **Employment Law Briefing**

31 JAN 2019  
Employment Law Briefing  
Los Angeles

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### **DLA Piper Global Employment Webinar: 2018 In Review and 2019 in Preview**

29 JAN 2019  
Webinar

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### **27th National Conference on Employment Practices Liability Insurance**

28 - 29 JAN 2019  
New York

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## **Employment Law Briefing**

17 JAN 2018  
Employment Law Briefing  
East Palo Alto

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## **Employment Law Briefing**

15 JAN 2019  
Employment Law Briefing  
San Francisco

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## **Brazilian Employment Law Update**

5 DEC 2018  
San Francisco

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## **Rethinking Sexual Harassment: Supporting Dignity at Work | half day seminar**

22 NOV 2018  
Rethinking Sexual Harassment: Supporting Dignity at Work  
London

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## **UAE and Saudi Arabia: A practical guide to employment law and best practice**

21 NOV 2018  
International employment law  
London

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## **Pension Scheme Changes**

21 NOV 2018  
Pension Scheme Changes  
Birmingham

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## **France: A practical guide to employment law and best practice**

14 NOV 2018  
International employment law  
London

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## **Germany: A practical guide to employment law and best practice**

14 NOV 2018

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International employment law  
London

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### **International Employment Conference**

13 NOV 2018  
International Employment Conference  
New York

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### **Pension Scheme Changes**

9 NOV 2018  
Pension Scheme Changes  
Manchester

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### **Netherlands: A practical guide to employment law and best practice**

8 NOV 2018  
International employment law  
London

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### **Belgium: A practical guide to employment law and best practice**

8 NOV 2018  
International employment law  
London

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### **International Employment Conference**

8 NOV 2018  
International Employment Conference  
Austin

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### **International Employment Conference**

6 NOV 2018  
International Employment Conference  
East Palo Alto

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### **Chambers Forum: São Paulo 2018**

5 – 6 NOV 2018

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## **Spain: A practical guide to employment law and best practice**

30 OCT 2018  
International employment law  
London

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## **Italy: A practical guide to employment law and best practice**

30 OCT 2018  
International employment law  
London

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## **Worker status - a practical approach**

24 OCT 2018  
Worker status - a practical approach  
London

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## **Rethinking Sexual Harassment: Supporting Dignity at Work | half day seminar**

19 OCT 2018  
Rethinking Sexual Harassment: Supporting Dignity at Work  
Manchester

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## **The Impact of the Trade Secrets Directive on the Media, Sport & Entertainment industry**

18 OCT 2018  
Webinar

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## **Global Employment in an Upside-Down World**

16 OCT 2018  
Silicon Valley Association of General Counsel's 30th Annual All-Hands Meeting

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## **Protecting Business Interests - Masterclass**

16 OCT 2018  
Protecting Business Interests - Masterclass  
London

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## **Managing Cross-Border M&A Deals**

15 OCT 2018  
Silicon Valley Association of General Counsel's 30th Annual All-Hands Meeting

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## **Protecting Business Interests - Masterclass**

10 OCT 2018

Protecting Business Interests - Masterclass

Manchester

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## **Extension of the Individual Accountability Regime - Final Rules Published: breakfast briefing**

5 OCT 2018

London

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## **Worker status - a practical approach**

2 OCT 2018

Worker status - a practical approach

Manchester

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## **Protecting Business Interests - Masterclass**

20 SEP 2018

Protecting Business Interests - Masterclass

Birmingham

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## **Worker status - a practical approach**

18 SEP 2018

Worker status - a practical approach

Leeds

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## **Tech Summit Australia**

16 AUG 2018

Tech Summit Australia

Sydney

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## **Tech Summit Australia**

2 AUG 2018

Tech Summit Australia

Melbourne

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## **Managing Investigations**

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5 JUL 2018  
Managing Investigations  
Manchester

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### **Managing Investigations**

29 JUN 2018  
Managing Investigations  
London

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### **Managing Investigations**

28 JUN 2018  
Managing Investigations  
Sheffield

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### **Netherlands: A practical guide to employment law and best practice**

20 JUN 2018  
International employment law  
London

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### **France: A practical guide to employment law and best practice**

12 JUN 2018  
International employment law  
London

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### **Germany: A practical guide to employment law and best practice**

12 JUN 2018  
International employment law  
London

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### **Canada: A practical guide to employment law and best practice**

5 JUN 2018  
International employment law  
London

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### **Italy: A practical guide to employment law and best practice**

31 MAY 2018  
International employment law

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London

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### **WIN Annual Legal Update**

24 MAR  
Manchester

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### **Rethinking Sexual Harassment: Supporting Dignity at Work | lunch seminar**

23 MAY 2018  
Rethinking Sexual Harassment: Supporting Dignity at Work  
Birmingham

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### **Spain: A practical guide to employment law and best practice**

21 MAY 2018  
International employment law  
London

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### **Rethinking Sexual Harassment: Supporting Dignity at Work | lunch seminar**

17 MAY 2018  
Rethinking Sexual Harassment: Supporting Dignity at Work  
London

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### **Rethinking Sexual Harassment: Supporting Dignity at Work | breakfast seminar**

17 MAY 2018  
Rethinking Sexual Harassment: Supporting Dignity at Work  
Leeds

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### **WIN Annual Legal Update**

17 MAY 2018  
Liverpool

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### **Rethinking Sexual Harassment: Supporting Dignity at Work | breakfast seminar**

16 MAY 2018  
Rethinking Sexual Harassment: Supporting Dignity at Work  
Manchester

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### **CLE webinar: Navigating the road to a global workforce**

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9 MAY 2018  
Webinar

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### **Rethinking Sexual Harassment: Supporting Dignity at Work | breakfast seminar**

9 MAY 2018  
Rethinking Sexual Harassment: Supporting Dignity at Work  
Edinburgh

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### **Rethinking Sexual Harassment: Supporting Dignity at Work | breakfast seminar**

3 MAY 2018  
Rethinking Sexual Harassment: Supporting Dignity at Work  
Sheffield

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### **Rethinking Sexual Harassment: Supporting Dignity at Work | breakfast seminar**

2 MAY 2018  
Rethinking Sexual Harassment: Supporting Dignity at Work  
Liverpool

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### **What data protection under GDPR means for HR and HR data**

20 APR 2018  
What data protection under GDPR means for HR and HR data?  
London

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### **What data protection under GDPR means for HR and HR data**

17 APR 2018  
What data protection under GDPR means for HR and HR data?  
Manchester

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### **Taxation of termination payments**

26 MAR 2018  
Webinar

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### **What data protection under GDPR means for HR and HR data**

22 MAR 2018  
What data protection under GDPR means for HR and HR data?  
Manchester

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**#Me Too - How should employers respond to this global movement?**

20 MAR 2018

Hong Kong

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**WIN In-House Counsel Day 2018**

15 MAR 2018

WIN In-House Counsel Day 2018

Melbourne

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**Beyond GDPR – privacy in the employment relationship**

14 MAR 2018

East Palo Alto

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**WIN In-House Counsel Day 2018**

13 MAR 2018

WIN In-House Counsel Day 2018

Perth

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**What data protection under GDPR means for HR and HR data**

9 MAR 2018

What data protection under GDPR means for HR and HR data?

London

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**WIN In-House Counsel Day 2018**

6 MAR 2018

WIN In-House Counsel Day 2018

Sydney

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**What data protection under GDPR means for HR and HR data**

1 MAR 2018

What data protection under GDPR means for HR and HR data?

Manchester

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**WIN In-House Counsel Day 2018**

28 FEB 2018

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WIN In-House Counsel Day 2018  
Brisbane

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### **What data protection under GDPR means for HR and HR data**

27 FEB 2018  
What data protection under GDPR means for HR and HR data?  
London

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### **What data protection under GDPR means for HR and HR data**

25 JAN 2018  
What data protection under GDPR means for HR and HR data?  
Manchester

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### **Global Employment Webinar: 2017 in Review and 2018 Preview**

25 JAN 2018  
Webinar

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### **A Day in the Life of HR: How the GDPR will impact on everyday HR issues | lunch seminar**

24 JAN 2018  
National Seminar Series - A Day in the Life of HR: How the GDPR will impact on everyday HR issues  
London

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### **What data protection under GDPR means for HR and HR data**

22 JAN 2018  
What data protection under GDPR means for HR and HR data?  
London

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### **KQ Liverpool Business Roadshow: Employment law issues for SMEs**

18 JAN 2017  
Liverpool

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### **Diploma in Employment Law: Discrimination**

12 DEC 2017  
Diploma in Employment Law  
London

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## **How to deal with restructuring, redundancy and contract variation**

12 DEC 2017

Employment Law Training: "How to" sessions

Manchester

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## **What data protection under GDPR means for HR and HR data**

6 DEC 2017

What data protection under GDPR means for HR and HR data?

London

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## **What data protection under GDPR means for HR and HR data**

5 DEC 2017

What data protection under GDPR means for HR and HR data?

Edinburgh

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## **How to tackle harassment and bullying in the workplace**

5 DEC 2017

Employment Law Training: "How to" sessions

London

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## **Diploma in Employment Law: Discrimination**

5 DEC 2017

Diploma in Employment Law

Manchester

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## **Senior Managers Regime**

5 DEC 2017

London

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## **Thinking big: Going global - with a corporate partner?**

1 DEC 2017

Helsinki

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## **Thinking big: Going global - with a corporate partner?**

1 DEC 2017

Helsinki

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## **GDPR: Dealing with the data rights of your employees**

30 NOV 2017

Webinar

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## **What data protection under GDPR means for HR and HR data**

30 NOV 2017

What data protection under GDPR means for HR and HR data?

Manchester

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## **A Day in the Life of HR: How the GDPR will impact on everyday HR issues | breakfast seminar**

30 NOV 2017

National Seminar Series - A Day in the Life of HR: How the GDPR will impact on everyday HR issues

Sheffield

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## **How to deal with restructuring, redundancy and contract variation**

29 NOV 2017

Employment Law Training: "How to" sessions

London

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## **GC Magazine Diversity and Inclusion Special Report: Europe Launch**

28 NOV 2017

Madrid

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## **A Day in the Life of HR: How the GDPR will impact on everyday HR issues | lunch seminar**

28 NOV 2017

National Seminar Series - A Day in the Life of HR: How the GDPR will impact on everyday HR issues

Manchester

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## **Ireland: A practical guide to employment law and best practice**

28 NOV 2017

International employment law

London

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## **Middle East Employment Seminar - Mobility of Employees in the GCC**

28 NOV 2017

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## **Building responsibility & accountability for performance**

23 NOV 2017

Building responsibility & accountability for performance

Sydney

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## **What data protection under GDPR means for HR and HR data**

23 NOV 2017

What data protection under GDPR means for HR and HR data?

Leeds

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## **United Arab Emirates: A practical guide to employment law and best practice**

22 NOV 2017

International employment law

London

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## **Building responsibility & accountability for performance**

22 NOV 2017

Building responsibility & accountability for performance

Melbourne

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## **Diploma in Employment Law: Discipline and Dismissal**

22 NOV 2017

Diploma in Employment Law

London

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## **Saudi Arabia: A practical guide to employment law and best practice**

22 NOV 2017

International employment law

London

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## **Building responsibility & accountability for performance**

21 NOV 2017

Building responsibility & accountability for performance

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Brisbane

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**A Day in the Life of HR: How the GDPR will impact on everyday HR issues | lunch seminar**

21 NOV 2017

National Seminar Series - A Day in the Life of HR: How the GDPR will impact on everyday HR issues  
London

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21 NOV 2017

National Seminar Series - A Day in the Life of HR: How the GDPR will impact on everyday HR issues  
Liverpool

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**How to tackle harassment and bullying in the workplace**

21 NOV 2017

Employment Law Training: "How to" sessions  
Manchester

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**How to conduct investigations and ensure discipline and grievance procedures are being met**

21 NOV 2017

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London

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Leeds

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20 NOV 2017

Building responsibility & accountability for performance  
Perth

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16 NOV 2017

National Seminar Series - A Day in the Life of HR: How the GDPR will impact on everyday HR issues  
Birmingham

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### **France - Advanced level - Collective employee relations**

15 NOV 2017  
International employment law  
London

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### **Diploma in Employment Law: Discipline and Dismissal**

15 NOV 2017  
Diploma in Employment Law  
Manchester

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### **Germany - Advanced level - How to work successfully with works councils**

15 NOV 2017  
International employment law  
London

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### **A Day in the Life of HR: How the GDPR will impact on everyday HR issues | breakfast seminar**

15 NOV 2017  
National Seminar Series - A Day in the Life of HR: How the GDPR will impact on everyday HR issues  
Edinburgh

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### **France: A practical guide to employment law and best practice**

14 NOV 2017  
International employment law  
London

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### **Germany: A practical guide to employment law and best practice**

14 NOV 2017  
International employment law  
London

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### **Employment Law in a Nutshell**

8 NOV 2017  
Employment Law Training  
London

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## **Romania: A practical guide to employment law and best practice**

7 NOV 2017  
International employment law  
London

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## **How to conduct investigations and ensure discipline and grievance procedures are being met**

7 NOV 2017  
Employment Law Training: "How to" sessions  
Manchester

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## **Austria: A practical guide to employment law and best practice**

7 NOV 2017  
International employment law  
London

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## **Extension of the individual accountability regime: breakfast briefing**

7 NOV 2017  
Manchester

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## **Canada: A practical guide to employment law and best practice**

2 NOV 2017  
International employment law  
London

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## **USA: A practical guide to employment law and best practice**

1 NOV 2017  
International employment law  
London

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## **Employment Law in a Nutshell**

1 NOV 2017  
Employment Law Training  
Manchester

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## **China: A practical guide to employment law and best practice**

1 NOV 2017

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International employment law  
London

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**Diploma in Employment Law: Employee Rights**

31 OCT 2017  
Diploma in Employment Law  
London

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**Russia: A practical guide to employment law and best practice**

31 OCT 2017  
International employment law  
London

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**TUPE Transfers involving the Public Sector**

31 OCT 2017  
Employment Law Training  
Manchester

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**Diploma in Employment Law: Employee Rights**

19 OCT 2017  
Diploma in Employment Law  
Manchester

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**Belgium: A practical guide to employment law and best practice**

18 OCT 2017  
International employment law  
London

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**Netherlands: A practical guide to employment law and best practice**

18 OCT 2017  
International employment law  
London

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**TUPE Transfers involving the Public Sector**

17 OCT 2017  
Employment Law Training  
London

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### **Spain: A practical guide to employment law and best practice**

10 OCT  
International employment law  
London

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### **Italy: A practical guide to employment law and best practice**

10 OCT  
International employment law  
London

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### **16th Annual UK Employment Law Summer School**

13-15 SEP 2017  
Oxford

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### **Holiday entitlement and holiday pay**

6 JUL 2017  
Employment Law Training  
London

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### **Senior Managers Regime - are you ready for 2018?**

4 JUL 2017  
London

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### **Holiday entitlement and holiday pay**

4 JUL 2017  
Employment Law Training  
Manchester

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### **Diploma in Employment Law: Discrimination**

30 JUN 2017  
Diploma in Employment Law  
Edinburgh

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### **How to combat stress and absence in the workplace**

28 JUN 2017

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Employment Law Training: "How to" sessions  
London

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### **Diploma in Employment Law: Discrimination**

21 JUN 2017  
Diploma in Employment Law  
Manchester

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### **Arizona's new paid time off law: how it interplays with ADA, FMLA and potential compliance pitfalls**

20 JUN 2017  
Phoenix

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### **How to combat stress and absence in the workplace**

20 JUN 2017  
Employment Law Training: "How to" sessions  
Manchester

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## **NEWS**

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### **New report finds retail sector leadership diversity deficit will affect future competitiveness**

5 JUN 2019

DLA Piper and executive recruitment and diversity consultancy Green Park today launch *The Retail Leadership 700* report, which reveals for the first time the extent of the lack of diversity within the leadership teams of the top US, UK and European retailers.

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### **DLA Piper (Canada) LLP ranked in 2019 *Canadian Legal Lexpert Directory***

3 MAY 2019

DLA Piper (Canada) LLP is pleased to announce that thirty-eight of the firm's lawyers have been recognized as leading practitioners in the 2019 edition of the *Canadian Legal Lexpert Directory*.

---

### **10 rankings for DLA Piper Ukraine in the Legal 500 EMEA 2019 guide**

22 APR 2019

DLA Piper in Ukraine has been recognized and ranked in 10 key practice areas in the latest edition of The Legal 500 Europe, Middle East and Africa (EMEA) 2019.

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### **DLA Piper announces partnership promotions for 2019**

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1 APR 2019

DLA Piper is proud to announce that 77 lawyers have been promoted to its partnership. The promotions are effective as of April 1, 2019 in the United States and May 1, 2019 for EMEA and Asia Pacific. The promotions were made across many of the firm's practice areas in 43 different offices throughout 20 countries.

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### **DLA Piper (Canada) LLP welcomes new associate Alyssa Barbuzzi**

1 APR 2019

DLA Piper (Canada) LLP welcomes Alyssa Barbuzzi to the firm's Toronto office as an associate in the Employment Group.

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### **Ciara McLoughlin joins DLA Piper's Employment practice in Dublin**

20 MAR 2019

DLA Piper announced today that Ciara McLoughlin has joined its Global Employment practice as a partner in the firm's newly opened Dublin office.

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### **DLA Piper strengthens Corporate and Employment practices in Stockholm**

6 FEB 2019

DLA Piper has hired partners Mikael Moreira and Björn Rustare to the firm's Corporate and Employment practices in Stockholm respectively.

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### **DLA Piper partners Sandra Wallace and Richard Obank named in The Lawyer's Hot 100 list**

29 JAN 2019

DLA Piper's Joint Managing Director for the UK and Europe, Sandra Wallace, and veteran Restructuring partner Richard Obank have been included in The Lawyer's Hot 100 list, published today. The prestigious list, published by legal magazine The Lawyer, comprises 'the standout lawyers in the UK – the most daring, innovative and creative lawyers from in-house, private practice and the Bar.'

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### **DLA Piper expands new Dublin office with four-partner hire**

9 JAN 2019

DLA Piper today announces the appointment of four new partners from highly-regarded Irish firms to its newly opened Dublin office into four key practice areas of Finance and Projects (F&P), Corporate, Intellectual Property and Technology (IPT) and Employment. These hires follow the appointment of Corporate partner David Carthy as Ireland Country Managing Partner in May 2018.

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### **Two DLA Piper lawyers listed in *D Magazine's* 2019 Best Lawyers Under 40 list**

8 JAN 2019

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Crystal Woods and James C. Bookhout were recently named to *D Magazine's* 2019 Best Lawyers Under 40 list, which recognizes outstanding young lawyers in Dallas.

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#### **DLA Piper (Canada) LLP welcomes four new partners**

2 JAN 2019

DLA Piper (Canada) LLP welcomes four new additions to the partnership, effective January 1, 2019.

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#### **DLA Piper advises Stillfront Group on acquisition of German game developer Playa Games GmbH**

14 DEC 2018

DLA Piper has advised the Swedish company, Stillfront Group AB, on its acquisition of Hamburg-based Playa Games GmbH.

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#### **DLA Piper (Canada) LLP recognized in 2019 *Legal 500 Canada* guide**

7 DEC 2018

DLA Piper (Canada) LLP is pleased to announce that 42 firm lawyers across 17 practice areas have been recommended in the latest edition of the *Legal 500 Canada*.

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#### **Dean Fealk named honorary senator of German economy**

6 DEC 2018

DLA Piper is pleased to announce that Dean Fealk has been named an honorary senator of the German economy (Senat Der Wirtschaft) in recognition of his efforts to strengthen transatlantic relations by leading trade, investment and innovation initiatives between Germany and California.

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#### **DLA Piper advises Columbia Capital, LLC in its US\$21 million equity investment in Resilience360**

13 NOV 2018

DLA Piper represented Columbia Capital, LLC in its US\$21 million equity investment in Resilience360 GMBH.

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#### **DLA Piper named Employment Law Firm of the year**

26 OCT 2018

DLA Piper has been named Employment Law Firm of the Year, at this year's JUVE Awards, held in the Alte Oper, Frankfurt am Main.

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#### **DLA Piper advises DASAN Zhone Solutions on intended acquisition of KEYMILE**

24 OCT 2018

DLA Piper has advised NASDAQ-listed DASAN Zhone Solutions (DZS), a global leader in fiber access transformation for

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enterprise and service provider networks, on its intended acquisition of KEYMILE, a leading solution provider and manufacturer of telecommunication systems for broadband access.

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### **Janine Guzman joins DLA Piper's Employment practice in San Juan**

17 OCT 2018

DLA Piper announced today that Janine Guzman has joined the firm's Employment practice as a partner in San Juan, Puerto Rico.

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### **DLA Piper (Canada) LLP welcomes new associate Laura Sullivan**

9 OCT 2018

DLA Piper (Canada) LLP is pleased to welcome Laura Sullivan to the firm's Toronto office as an associate in the Employment group.

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### **DLA Piper Canada recognized by *Chambers Canada* 2019**

27 SEP 2018

DLA Piper (Canada) LLP is pleased to be recognized as an industry leader in the 2019 edition of *Chambers Canada*. With 34 lawyers recognized across 20 practices areas, this is DLA Piper Canada's strongest showing to date.

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### **Holly Lake has joined DLA Piper's Employment practice in Los Angeles**

17 SEP 2018

DLA Piper announced today that Holly Lake has joined the firm's Employment practice as a partner in Los Angeles.

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### **DLA Piper appoints two directors in South Africa**

12 SEP 2018

DLA Piper has strengthened its office in Johannesburg, South Africa with the appointment of two directors. Hendré Human joins the Corporate team from Webber Wentzel in Johannesburg, where he was a partner. Monique Jefferson joins the Employment team from Bowmans in Johannesburg, where she was a senior associate.

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### **DLA Piper advises Verivox on the acquisition of digital insurance manager app from Getsafe**

12 SEP 2018

DLA Piper has advised Verivox on the takeover of a brokerage business and the insurance manager app solution from Getsafe. The app enables customers to manage existing insurance contracts digitally, receive advice online and acquire new insurance policies.

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### **DLA Piper advises Nemetschek on acquisition of MCS Solutions**

31 AUG 2018

DLA Piper has advised the software supplier Nemetschek SE on the acquisition of the real estate and facilities technology firm MCS Solutions in Belgium, Sweden, India and the USA. The acquisition sees Nemetschek SE gain access to the rapidly growing market in building management.

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### **Best Lawyers in Canada 2019 recognizes 72 DLA Piper (Canada) LLP Lawyers**

22 AUG 2018

DLA Piper (Canada) LLP is pleased to have once more increased its rankings in the 2019 edition of *Best Lawyers*, with close to one-third of the firm's lawyers recommended as leading practitioners in Canada across key practice areas.

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### **Brooke Kim and Evan Parness named *Law360* Rising Stars**

16 AUG 2018

DLA Piper is pleased to announce that *Law360* has named Brooke Kim and Evan Parness to its 2018 list of Rising Star attorneys.

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### **DLA Piper wins significant victory for New York University**

31 JUL 2018

DLA Piper won a significant victory for its client, New York University (NYU), in an Employee Retirement Income Security Act (ERISA)- related class action.

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### **Mary Dollarhide and Ute Krudewagen named *Daily Journal* Top California Labor and Employment Lawyers**

23 JUL 2018

DLA Piper is pleased to announce that the *Daily Journal* has named Mary Dollarhide and Ute Krudewagen to its 2018 list of Top California Labor and Employment Lawyers.

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### **Ryan Vann joins DLA Piper's Employment practice in Chicago**

10 JUL 2018

DLA Piper announced today that Ryan Vann has joined the firm's Employment practice as a partner in Chicago.

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### **Cecilia Guzmán-Barrón joins DLA Piper's Labor and Migratory practice in Peru**

3 JUL 2018

DLA Piper announced today that Cecilia Guzmán-Barrón has joined DLA Piper Pizarro Botto Escobar in Peru as a partner and leader of the Labor and Migratory practice.

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### **Michael S. Richards wins 2018 Lexpert Zenith Award**

20 JUN 2018

DLA Piper (Canada) LLP congratulates Michael Richards on being named a winner of the 2018 Lexpert Zenith Awards: Mid-Career Excellence in the Legal Profession for Employment Law.

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### **DLA Piper advises Profin Group and its shareholders on the sale of Profin Group to Inwido**

15 JUN 2018

DLA Piper has advised Profin Group and its shareholders on the sale of the entire share capital of Profin Group, a Finnish manufacturer of premium sliding doors and windows, to Inwido.

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### **DLA Piper advises Swedish Dustin Group AB (publ) on its acquisition of ITaito Oy**

5 JUN 2018

DLA Piper has advised the Swedish company Dustin Group AB (publ), one of the leading Nordic re-sellers of IT products and additional services, on its acquisition of the Finnish IT solutions company, ITaito Oy.

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### **DLA Piper (Canada) LLP welcomes new litigation associate Michelle Thomarat**

28 MAY 2018

DLA Piper (Canada) LLP is pleased to welcome Michelle Thomarat to the firm's Toronto office as an associate in the Litigation, Arbitration and Investigations Group.

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### **DLA Piper named International Law Firm of the Year in Ukraine for fifth year running at The Legal Awards 2018**

24 MAY 2018

DLA Piper has been named International Law Firm of the Year in Ukraine at the 2018 Legal Awards, held by Yuridicheskaya Practika Publishing House. This is the fifth time the office has won the award.

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### **Dean Fealk elected chair of the Northern California District Export Council**

17 MAY 2018

DLA Piper is pleased to announce that Dean Fealk, a partner in the San Francisco office, has been elected chair of the Northern California District Export Council (DEC).

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### **DLA Piper advises on Zurich's £2bn intermediated longevity swap deal with National Grid**

16 MAY 2018

DLA Piper has advised long-standing client, the Group Trustee of the National Grid Electricity Group of the Electricity Supply Pension Scheme, in relation to the completion by leading insurer Zurich of an intermediated longevity swap covering more than

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£2 billion of pensioner liabilities of the Group.

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### **DLA Piper announces new US Employment practice leadership**

11 MAY 2018

DLA Piper is pleased to announce that New York-based partner Brian Kaplan has been named US chair and global co-chair of the firm's Employment practice.

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### **DLA Piper (Canada) LLP welcomes new associate Gargi Chopra**

7 MAY 2018

DLA Piper (Canada) LLP is pleased to welcome Gargi Chopra to the firm's Toronto office as an associate in the Corporate group.

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### **DLA Piper advises Beijing Enterprise Water Group on acquisition of TRILITY**

5 MAY 2018

DLA Piper advised BEWG International, a wholly-owned subsidiary of Beijing Enterprises Water Group, on its 100% acquisition of water utility service provider TRILITY by way of a competitive bid process.

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### **DLA Piper advises Sentica Partners and Tesi on their acquisition of SuperPark Oy**

2 MAY 2018

DLA Piper has advised Finnish buyout firm Sentica Partners and state-owned investment company Tesi (Finnish Industry Investment Ltd) on their acquisition of SuperPark Oy.

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### **DLA Piper Canada welcomes new associate Titus Totan**

23 APR 2018

DLA Piper (Canada) LLP is pleased to welcome Titus Totan to the firm's Toronto office as an associate in the Employment Group.

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### **Four rankings for DLA Piper Ukraine in the Legal 500 EMEA 2018 Guide**

19 APR 2018

DLA Piper in Ukraine has been recognised and ranked in four key practice groups in the latest edition of the Legal 500 Europe, Middle East and Africa (EMEA) 2018.

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### **\$name**

12 Apr 2018

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## **DLA Piper announces partnership promotions for 2018**

3 APR 2018

DLA Piper is proud to announce that 62 lawyers have been promoted to its partnership. The promotions are effective as of 1 April 2018 in the United States and 1 May 2018 for EMEA and Asia Pacific. The promotions were made across many of the firm's practice areas in 42 different offices throughout 20 countries.

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## **DLA Piper strengthens employment practice in Finland with new partner hire**

3 APR 2018

Antti Rajamäki joins DLA Piper from a Finnish boutique employment law firm, where he has worked as a managing director and partner since 2015.

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## **DLA Piper wins significant victory for 7-Eleven**

16 MAR 2018

DLA Piper won a significant victory for its client, 7-Eleven, in a putative class action that was filed against 7-Eleven in the United States District Court for the Central District of California.

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## **DLA Piper wins four China Business Law Awards**

5 MAR 2018

DLA Piper is delighted to announce it has received four awards from China Business Law Journal's China Business Law Awards 2017-18, in the categories of Employment, Intellectual Property (Trademark and Copyright), Taxation and Shipping.

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## ***Chambers Global* 2018 recommends DLA Piper Canada**

20 FEB 2018

DLA Piper (Canada) LLP professionals are once again featured in the latest edition of the *Chambers Global* guide.

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## **DLA Piper hosts Employment Seminar in Romania**

5 FEB 2018

DLA Piper has hosted an Employment Workshop in Bucharest, Romania, to discuss some of the main hot topics and developments in Employment Law.

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## **DLA Piper expands in Dallas with addition of leading employment and litigation lawyers**

1 FEB 2018

DLA Piper announced today that Marc Katz and Isabel Crosby have joined the firm's Dallas office as partners in the Employment practice, and Rob Hoffman has joined as a partner in the Litigation practice.

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## **Businesses still not fully aware of Data Protection issues**

31 JAN 2018

DLA Piper has released its second Data Privacy Snapshot report, finding that once again, company global privacy programs have gaps in meeting increasingly demanding global privacy principles. Significantly, it appears that many companies are falling short of data protection obligations under the General Data Protection Regulation (GDPR), which will start to apply from 25 May 2018.

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## **DLA Piper advises the founding shareholders of Deekeling Arndt Advisors on sale to Havas Group**

25 JAN 2018

DLA Piper has advised the founding shareholders of Deekeling Arndt Advisors in Communications GmbH (DAA) on the sale of the majority of their shares to Havas Group. The founders Egbert Deekeling and Olaf Arndt who prior to the transaction held the majority of shares and also lent their names to DAA, will remain in charge over the long term and continue to head over the company's operative business as shareholders and managing directors. The company name will also remain unaffected.

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## **DLA Piper advises Active Ownership Capital on the acquisition of brake system manufacturer PINTSCH BUBENZER**

25 JAN 2018

DLA Piper has advised the Luxembourg-based investment company Active Ownership Capital on the acquisition of PINTSCH BUBENZER, a leading provider of industrial brakes and subsidiary of Schaltbau Holding AG.

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## **DLA Piper wint rechtszaak voor Pensioenfonds Mercurius over prudent person beginsel**

23 JAN 2018

DLA Piper heeft Pensioenfonds Mercurius succesvol bijgestaan in een rechtszaak over prudent person beginsel.

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## **DLA Piper advises Bernhard Schulte Group on the acquisition of Pronav**

12 JAN 2018

DLA Piper has advised the Bernhard Schulte Group on its acquisition of 100 per cent of the shares in the LNG ship manager Pronav. The transaction is still subject to approval by the German Federal Cartel Office (Bundeskartellamt) and is expected to be completed in February.

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## **DLA Piper (Canada) LLP welcomes six new partners**

8 JAN 2018

DLA Piper (Canada) LLP is delighted to welcome six new additions to the partnership, effective January 1, 2018.

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## **DLA Piper advises Croda International Plc on its acquisition of IonPhasE**

12 DEC 2017

DLA Piper advised UK speciality company, Croda International Plc, on its acquisition of Finnish technology company IonPhasE Oy.

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### **DLA Piper (New Zealand) expands rankings in *Legal 500 Asia Pacific 2018***

8 December 2017

DLA Piper (New Zealand) is pleased to announce that we have been ranked top tier in *Investment Funds* and *Insurance*. 14 of our lawyers are ranked as *Leading Individuals* in their practice area with 4 in the new category of *Next Generation Lawyers*.

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### **DLA Piper (Canada) LLP expands rankings in *Legal 500 Canada***

1 DEC 2017

DLA Piper (Canada) LLP is pleased to have achieved its best showing to date in *Legal 500 Canada*, with 11 lawyers gaining new rankings in the newly released 2018 edition.

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### **Six months until GDPR: companies still reporting low levels of preparedness**

15 Nov 2017

For the over 200 organisations responding to DLA Piper's Data Privacy Scorebox online survey tool since the start of the year, the average alignment score with all key international data privacy principles was 31.5%, as against an 38.3% average score for respondents in the 2016 calendar year.

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### **DLA Piper appoints Helen Colquhoun as partner and Head of the Employment team in Hong Kong**

30 OCT 2017

DLA Piper is pleased to announce that Helen Colquhoun has joined as a partner and Head of the Employment Team in Hong Kong.

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### **DLA Piper (Canada) LLP welcomes Duncan Burns-Shillington to its Employment Group**

30 OCT 2017

Duncan has experience in a wide range of workplace issues, including wrongful dismissal, health and safety, employment standards, human rights, construction labour relations, collective bargaining and responding to union organizing.

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### **DLA Piper hosts cross-group SMCR event in London**

12 OCT 2017

On Tuesday 26 September, DLA Piper's F&P, IPT and Employment groups hosted a joint breakfast briefing event in the London office on the Senior Managers and Certification Regime (the SMCR). The SMCR has now replaced the approved persons regime for all FCA-authorized firms, and will have a major impact on the whole authorised community.

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### **DLA Piper (Canada) LLP increases rankings in *Chambers Canada 2018***

29 SEP 2017

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DLA Piper (Canada) LLP is pleased to be recognized for its expanding market leadership in the 2018 edition of *Chambers Canada*, garnering its highest number of rankings to date.

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### **DLA Piper launches new platform for *Guide to Going Global* series**

20 SEP 2017

DLA Piper has launched a new platform featuring its *Guide to Going Global* series, an online resource designed to help companies operating and growing their international businesses.

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### **DLA Piper advises ATESTEO on the acquisition of straesser Group**

15 SEP 2017

### **DLA Piper advises Perusa on the acquisition of Xindao Group under the holding company Huwest Holding B.V.**

13 SEP 2017

DLA Piper has advised the funds Perusa Partners Fund 2, L.P. and Perusa Partners Founder 2a, L.P., managed by Perusa, on the acquisition of the majority of shares in Huwest Holding B.V. from its founding shareholders. The parties have agreed not to disclose the purchase price.

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### **DLA Piper advises Carlyle Group on acquisition of Prima Solutions**

6 SEP 2017

DLA Piper is advising global alternative asset manager, The Carlyle Group, on its acquisition of French insurance software vendor Prima Solutions for an undisclosed amount.

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### **DLA Piper advises StarCompliance in a strategic capital investment by Luminare Capital Partners**

22 AUG 2017

DLA Piper represented StarCompliance, LLC, a provider of enterprise compliance and regulatory software solutions in the financial services industry, in the recent capital investment by Luminare Capital Partners, a San Francisco-based private equity firm.

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### **DLA Piper (Canada) LLP achieves strongest showing to date in *Best Lawyers***

22 AUG 2017

DLA Piper (Canada) LLP has once again garnered top rankings in *Best Lawyers in Canada*, with close to one-third of the firm's lawyers ranked across 34 practice areas.

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## **DLA Piper Co-Managing Partners Melinda Upton and Jim Holding named WGEA Pay Equity Ambassadors**

9 AUG 2017

DLA Piper is committed to achieving gender equity across all aspects of our employees' career journey, including gender pay equity.

In Australia, DLA Piper's Co-Managing Partners Melinda Upton and Jim Holding, are personally committed to these efforts and have been named as Pay Equity Ambassadors by the Australian Government's Workplace Gender Equality Agency (WGEA).

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## **DLA Piper overhauls parental leave in Hong Kong**

1 AUG 2017

DLA Piper is pleased to announce that it has extended its maternity leave in Hong Kong to 18 weeks and doubled paternity leave to 10 days, both with full pay. Adopting parents will enjoy the same benefit available to birth parents.

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## **DLA Piper advises Link Group on £888 million (AU\$1.49 billion) acquisition of Capita Asset Services**

10 Jul 2017

DLA Piper has advised Australian company Link Group (ASX: LNK) on the acquisition of UK-based Capita Asset Services division (CAS) of Capital Plc for £888 million (AU\$1.49 billion). Link Group was selected as the successful bidder following a competitive sale process. DLA Piper also advised Link Group on the related acquisition debt financing of £485 million (AU\$815 million).

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## **DLA Piper advises HOYER on the acquisition of the intermediate bulk container business of Ermewa**

7 Jul 2017

DLA Piper has advised the international logistics company HOYER, which is headquartered in Hamburg, on the purchase of the worldwide intermediate bulk container (IBC) business of the French company Ermewa Intermodal SAS. Ermewa Intermodal SAS is part of the Ermewa Group, which is a subsidiary of the state-owned enterprise SNCF Logistics.

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## **DLA Piper advises Beijing BDStar Navigation Co., Ltd on the purchase of an interest in the in-tech Group**

19 Jun 2017

DLA Piper has advised BDStar as part of a bidding procedure on the acquisition of an interest in the company in-tech GmbH, a supplier for the digitization and the development in the area of automotive, machinery and transportation systems.

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## **DLA Piper berät Beijing BDStar Navigation Co., Ltd beim Erwerb von Anteilen an der in-tech Gruppe**

19 Jun 2017

DLA Piper hat die BDStar beim Erwerb einer Beteiligung an der in-tech GmbH, einem international agierenden Spezialisten für Digitalisierung und Entwicklung in den Branchen Automotive, Maschinenbau und Verkehrssysteme, beraten.

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