



## 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

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### 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

#### **China relaxes visa requirements for foreign talents amid trade conflicts**

20 August 2019

This article highlights some key points of the new immigration rules that are relevant to multinational companies and individuals in China.

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#### **Employment issues arising out of the Hong Kong protests**

5 August 2019

On 16 June, some estimates suggest almost 2 million people marched in support of calls for the Hong Kong government to withdraw its controversial Fugitive Offenders and Mutual Legal Assistance in Criminal Matters Legislation (Amendment) Bill (the Extradition Bill).

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#### **Dallas employees may not want to call in sick**

31 July 2019

An Austin-based conservative think tank filed suit this week against the City of Dallas arguing that the paid sick leave ordinance violates the United States Constitution.

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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.

The consumer goods and retail landscape is rapidly evolving. Now more than ever, consumers are seeking more diverse products from which to choose and a variety of different ways to shop. With the need for the overall customer experience to reflect this broadening diversity, is the sector sufficiently diverse to be equipped with the varied cultural knowledge and understanding to take on the challenge?

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#### **Israel Group News May 2019**

9 MAY 2019

### ISRAEL GROUP NEWS

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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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### **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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### **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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### **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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### **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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### **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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### **Israel Group News**

12 FEB 2019

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

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

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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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### **Global Employment Law Quiz 2019**

11 JAN 2019

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

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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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## 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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## 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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## 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 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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## Israel Group News

24 OCT 2018

### [ISRAEL GROUP NEWS](#)

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

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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 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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## 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 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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## 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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## 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 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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## 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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## 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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## 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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## 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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## 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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## 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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## 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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## 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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## 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 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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### **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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### *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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### **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 Global October 2017**

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1 NOV 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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### 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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### 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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### 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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### 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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### 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.

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

7 MAY 2013

Careful consideration must precede adverse action against purported whistleblowers

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## 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

### Previous

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

29 JAN 2019

Webinar

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

9 MAY 2018  
Webinar

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

25 JAN 2018  
Webinar

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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 announces partnership promotions for 2019**

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 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 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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### **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 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 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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## **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 (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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## **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 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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## In New Zealand

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DLA Piper New Zealand has an exceptional, dedicated team of employment lawyers, well known and highly experienced in the full range of employment relations and labour law.

We are a trusted adviser to some of New Zealand's largest employers, and some of the world's largest multi-nationals present in this country. DLA Piper New Zealand works nationally on New Zealand employment law issues for its wide range of blue chip clients and often on multi-jurisdictional issues.

The team is called upon in contentious and non-contentious matters and has a substantial track record in both. It delivers practical, cost effective, commercially savvy advice, valued by clients for its depth of business and sector knowledge as well as its legal rigour.

### MANAGING EMPLOYEES IN THE WORKPLACE

We work closely and in alignment with our clients, effectively as an adjunct to their in-house human resources team, and for their boards, for international corporates in New Zealand and for senior management.

DLA Piper New Zealand is in day to day contact with a wide range of national and international clients, providing strategic advice on every aspect of human resources management and on the Employment Relations Act.

We are also highly experienced at complex employment litigation. The team is proficient at mediation, and appears in employment related litigation before the Employment Relations Authority, Employment Court and all higher courts. We are skilled at the appropriate resolution of employment issues.

DLA Piper New Zealand also has particular specialisation in employee compensation, employee benefits and remuneration. We help clients structure incentive and benefit schemes. We have in-depth knowledge of KiwiSaver and superannuation and their deployment in the workplace.

### EXECUTIVE ADVICE

DLA Piper New Zealand also advises senior executives privately on issues such as: personal employment agreements, remuneration and benefits, severance, corporate governance, personal grievances, and employee share scheme issues.

### CAPABILITIES

- Disciplinary and performance management processes
- Coaching out and agreed exits
- Unjustified dismissal claims
- Urgent investigations, obtaining High Court orders including freezing orders
- Holidays Act issues, holiday pay; bereavement leave; sick leave; parental leave
- Representation before Employment Relations Authority, the Employment Court and employment related tribunals
- Bonus and incentive systems
- KiwiSaver and superannuation

- Personal grievances
- Collective and individual employment agreements (including fixed term and part-time arrangements)
- Workplace training and policy development
- Restraint of trade
- Outsourcing; offshoring; shared services arrangements
- Employee compensation, benefits and remuneration
- Employee share schemes
- Legislative changes
- Parliamentary Select Committee representation

## EXPERIENCE

### **Sport New Zealand**

DLA Piper New Zealand advised Sport New Zealand on a confidential and comprehensive restructure of their community sport function.

### **Alcatel Lucent New Zealand Limited**

DLA Piper New Zealand advised local and international management on an exit agreement with a dismissed senior executive, who was bringing a personal grievance claiming reinstatement and damages. This matter involved urgent and high level negotiations with the employee's lawyer to achieve an appropriate commercial outcome for the local business.

### **Federated Farmers**

DLA Piper New Zealand was appointed employment law advisors for Federated Farmers of New Zealand and all of its membership. This involves manning an 0800 employment line, providing immediate employment law and health and safety advice, to all Federated Farmers members throughout New Zealand. This service is a highly valued and integral part of the Federated Farmers offering to its membership.

### **New Zealand Veterinary Association (Inc)**

DLA Piper New Zealand advised the Chief Executive of our client on a particularly difficult performance and stress-related issue. We assisted with the performance improvement process while also identifying a strategy to resolve what was becoming a dysfunctional and stressful relationship for all concerned.

### **Nuplex Specialities Limited**

A previous employee of Nuplex alleged entitlement to long-term health insurance post-retirement at Nuplex' costs. DLA Piper New Zealand successfully defended these claims in the Employment Relations Authority and the Employment court, and then the Court of Appeal, securing significant cost for the client.

### **Foodstuffs North Island Limited**

DLA Piper New Zealand advised on the largest corporate merger in New Zealand in 2013, of Foodstuffs (Wellington) Co-operative Society Limited and Foodstuffs (Auckland) Limited to create Foodstuffs North Island Limited, making them one of the three largest business entities in New Zealand with annual revenues of greater than NZ\$6 billion. We counselled on all employment features of the merger, and recently negotiations and recruitment of the senior executive team (for example the CFO). Advice was also given on senior executives exit processes.

### **Antons Seafoods Limited**

DLA Piper New Zealand advised on the sale of fishing quota, freehold properties and a fish processing plant to Aotearoa Fisheries and Sealord. Our employment team were heavily involved with union negotiations in regard to redundancy severance payments and the introduction of new terms with the acquirer; analysis of EPP clauses, negotiating transfer of some personnel, vulnerable employee considerations; and retention of some employees for clients remaining business.

### **DSM Nutritional Products AG**

Liaising with management and legal counsel in Singapore and Switzerland, DLA Piper New Zealand advised on the 100% share acquisition of Unitech Industries Limited (Unitech) by global entity DSM Nutritional Products AG (DSM). DLA Piper New Zealand is the leading HR employment law advisor to Unitech.

### **BDO**

DLA Piper New Zealand advised on the merger of BDO and PKF Ross during early 2014, forming a new entity with 250 staff and 26 partners. DLA Piper New Zealand counselled on the technical side of the transaction in relation to the employees - technical redundancy issues; employee transition, workplace harmonisation; contractual complexities; and timing of employee transfer.

**Newell Rubbermaid Inc.**

DLA Piper New Zealand advised Newell Rubbermaid in the New Zealand business consolidation (acquisition by the New Zealand subsidiary (Irwin Industrial Tool Company Limited) of the Australian subsidiary (Newell Australia Pty Limited)). DLA Piper New Zealand counselled on some very complex employment aspects i.e. redundancy entitlements, the transfer of employees from one organisation to another and the introduction of new terms for existing employees with total values NZ\$13.7 million.

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We have prepared a Guide To Doing Business In New Zealand to help those venturing into the market navigate their way through local legislation to identify and maximise the many opportunities that are available.