



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

brian.kaplan@dlapiper.com

Tim Marshall

Partner

London

T: +44 (0)20 7796

6617

tim.marshall@dlapiper.com

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

Publications

Family First Coronavirus Response Act: US Department of Labor regulations provide additional guidance for employers

9 April 2020
Key developments.

Federal Government announces important changes to the Emergency Wage Subsidy (Canada)

9 APR 2020
[CANADIAN EMPLOYMENT LAW UPDATES - COVID-19](#)

On April 8, 2020, the Federal Government of Canada announced important changes to the 75% Canada Emergency Wage Subsidy.

Coronavirus: New emergency leaves take effect in Puerto Rico

8 April 2020
Private employers in Puerto Rico will need to comply with two new emergency paid leaves established by the federal government in the response to COVID-19.

COVID-19 British Columbia Benefit Access Tool

8 APR 2020
[CANADIAN EMPLOYMENT LAW UPDATES - COVID-19](#)

The B.C. Government has been announcing a series of measures to aid businesses and workers during this unprecedented time.

Trustees and Sponsoring Employers of Pension Schemes - Key issues arising from COVID-19

8 April 2020
The COVID-19 outbreak is affecting workforces all across the UK and the world. The spread of the virus has had a substantial impact on financial markets and the productivity of companies and workforces. As a result, trustees and sponsoring employers of occupational pension schemes should consider the potential key issues.

Profits interests: Jump-starting the value-recovery process

8 April 2020

Equity incentives – and, for many privately owned companies, the often overlooked "profits interest" – can be a powerful tool for jump-starting the value-recovery process.

Ten practical tips for dealing with anticipated financial distress of your business or your clients, customers or vendors

8 April 2020

What businesses can consider doing to address the impact of conducting business in a financially distressed climate in light of COVID-19.

COVID-19: Nine practical steps for employers, right now (Australia)

7 April 2020

Employers and employees are facing extraordinary challenges because of the COVID-19 pandemic and the measures imposed to ameliorate its spread and its impact on the economy.

In this article we discuss practical steps that employers should be aware of in respect of the COVID-19 pandemic. This article discusses some of the most recent policy initiatives released by the Government including the new JobKeeper regime.

We will provide further guidance as the measures imposed to address the COVID-19 pandemic continue to evolve. To ensure that you do not miss any updates or if you require support globally, please email us at CoronavirusEmployment@dlapiper.com.

Cost-cutting considerations in the time of COVID-19 (Part 3 – employment issues outside the US)

7 April 2020

A deeper dive into various cost-saving measures and their viability for employers outside the US.

Ontario government narrows list of essential workplaces (Canada)

6 APR 2020

[CANADIAN EMPLOYMENT LAW UPDATES - COVID-19](#)

On April 3, 2020, the Government of Ontario revised the list of businesses classified as essential and ordered more workplaces to close. All businesses no longer deemed essential must close by Saturday, April 4, 2020 at 11:59 p.m. The closures will be in effect for 14 days, with the possibility of an extension as the situation evolves.

Are new Bay Area protocols and testing coming your way?

6 April 2020

The Bay Area has often led the way in developing and implementing government-mandated restrictions on business operations – details about current protocols.

COVID-19 Federal Benefit Access Tool (Canada)

2 APR 2020

[CANADIAN EMPLOYMENT LAW UPDATES - COVID-19](#)

The Federal Government has been announcing a series of measures to aid businesses and workers during this unprecedented time. We have prepared a document with key details about federal benefits announced to date which is intended to be a tool primarily for employees.

eSignature and ePayment News and Trends

March/April 2020

[ESIGNATURE AND EPAYMENT NEWS AND TRENDS](#)

COVID-19 special edition

Measures introduced for Singapore workplaces to prevent the spread of COVID 19

2 April 2020

The Singapore Government implemented the Infectious Diseases (Workplace Measures to Prevent Spread of COVID-19) Regulations 2020 (the "**Regulations**") on 1 April 2020.

Beyond social distancing: What employers need to know to keep their workplaces safe and manage privacy obligations in the face of COVID-19

2 April 2020

Guidance from OSHA, EEO and CDC to help employers seeking to protect the health, safety and privacy of their on-site employees.

CARES Act retirement and health plan relief: Practical implications for employers

1 April 2020

Provisions affecting retirement plans and health and welfare plans in the CARES Act.

Additional details on Canada's 75% wage subsidy for employers

1 APR 2020

[CANADIAN EMPLOYMENT LAW UPDATES - COVID-19](#)

On April 1, 2020, the Canadian Minister of Finance Bill Morneau provided additional details concerning the 75% wage subsidy for employers in Canada.

WorkSafeBC announce guidance for employers wrestling with COVID-19 (Canada)

1 APR 2020

CANADIAN EMPLOYMENT LAW UPDATES - COVID-19

On March 30, 2020, WorkSafeBC published its guide to assist employers with preventing exposure to COVID-19 in the workplace.

Quebec economic measures due to COVID-19

31 MAR 2020

On March 13, 2020, the Quebec Government adopted an Order in Council that declares a health emergency throughout Québec's territory. This exceptional measure empowers the government to implement an array of measures to protect the health of the population.

COVID-19 India: Corporate, tax, employment and bankruptcy law measures announced by the Indian government

30 March 2020

In response to the global outbreak of coronavirus disease 2019 (COVID-19), governments in many countries have issued emergency legislation to mitigate the impact of the pandemic on companies' day-to-day operations. Since March 24, 2020, the Indian government has been announcing various measures aimed to ease corporate and tax compliance for companies doing business in India, as well as other measures pertaining to employment and bankruptcy matters. Below is a high-level overview of some of the most relevant aspects of these measures as they pertain to India subsidiaries of US companies.

Employment alert: Coronavirus COVID-19 outbreak in Uganda

30 March 2020

The coronavirus COVID-19 pandemic is unfortunately now in Uganda. The raft of measures by the World Health Organization (WHO), and governments across the world (including our own) to contain the spread of the virus have resulted in an unprecedented disruption of business and day-to-day life.

Coronavirus: DHS Response to COVID-19 - What US Employers Need to Know

29 March 2020

Key questions and answers related to the new DHS guidance.

Economic relief for Calgary business owners impacted by COVID-19 (Canada)

27 MAR 2020

Canadian governments have implemented numerous measures to assist business owners economically affected by COVID-19. This article outlines the measures for business focused relief available to Calgary business owners from the federal, provincial, and municipal governments.

Coronavirus COVID-19 emergency measures in Morocco: employee compensation from the National Social Security Fund (CNSS)

27 March 2020

In an effort to reduce the impact of the coronavirus COVID-19 epidemic on people's livelihoods and companies' cash flows, the Economic Monitoring Committee (Comité de Veille Economique - CVE), decided on a series of measures on March 19th 2020. The first one was aimed at preserving the purchasing power of employees working for companies currently under duress.

Coronavirus: Employer's guide to the California Stay at Home Order and the Bay Area Shelter in Place Orders

27 March 2020

Many Northern California employers are seeking to reconcile their obligations under these orders. This Alert will address some of the uncertainties associated with dual compliance for Northern California employers.

Canada's COVID-19 Economic Response Plan

26 MAR 2020

This article provides an update on the Canadian federal government measures announced to date to support Canadian businesses and individuals facing hardship as a result of the COVID-19 outbreak.

Ontario launches "Stop the Spread" COVID-19 information hotline

26 MAR 2020

[CANADIAN EMPLOYMENT LAW UPDATES - COVID-19](#)

[CANADA IN FOCUS](#)

The Office of the Premier of Ontario announced the launch of a toll-free phone line to respond to inquiries from businesses concerning the Province's emergency order requiring all "non-essential" / "at-risk" workplaces to close, effective March 24, 2020 at 11:59 p.m.

Federal government introduces streamlined Canada Emergency Response Benefit in response to high-volume of EI applications

26 MAR 2020

[CANADIAN EMPLOYMENT LAW UPDATES - COVID-19](#)

An unprecedented number of Canadians are applying for Employment Insurance (EI) Benefits due to an interruption in earnings resulting from the COVID-19 pandemic. In response, on March 25, 2020, the Government of Canada proposed legislation to establish the new streamlined Canada Emergency Response Benefit (CERB).

Coronavirus COVID-19: Legal guidance for employers (Ethiopia)

25 March 2020

To help companies navigate through this unprecedented time, we have prepared some general guidance on the impact of coronavirus COVID-19 on the employment relationship under Ethiopian law.

Coronavirus: Employee furloughs, reductions-in-force and similar temporary cost-saving measures in the US - Part 1

25 March 2020

Key employment-related issues for US-based employers in relation to cost-saving measures due to COVID-19.

Coronavirus: Employee furloughs, reductions-in-force and similar temporary cost-saving measures (Part 2 – Employment issues outside the US)

25 March 2020

A general overview of key employment issues to consider outside of the US in light of COVID-19.

COVID-19 and employment insurance - everything you need to know (Canada)

25 MAR 2020

CANADIAN EMPLOYMENT LAW UPDATES - COVID-19

Unprecedented numbers of Canadians are applying for Employment Insurance benefits due to an interruption in earnings caused by layoff, sickness or quarantine resulting from the COVID-19 pandemic. In this article, we explore some of the most common questions arising in relation to EI benefits at this time.

Quebec orders closure of all “non-essential” businesses (Canada)

24 March 2020

On March 23, 2020, the Quebec government announced that the province would be put “on hold” for at least three weeks and has ordered the shutdown of all non-essential businesses by 11:59 p.m. on Tuesday, March 24, 2020. Businesses that are able to shut down sooner should do so immediately. Impacted businesses will have to remain closed until at least April 13, 2020.

Protecting jobs in an emergency – amendments to BC Employment Standards Act (Canada)

24 MAR 2020

CANADA IN FOCUS

On March 23, 2020, the *Employment Standards Amendment Act (No. 2), 2020* came into force. It amends the *Employment Standards Act* in response to the COVID-19 pandemic. The amendments introduced two types of unpaid job-protected leave, specifically three days of illness or injury leave and specific COVID-19-related leave.

Ontario government orders closure of all non-essential workplaces (Canada)

24 March 2020

On March 23, 2020, the Ontario government ordered all non-essential workplaces to close down by 11:59 PM on March 24, 2020 for at least 14 days.

COVID-19 Outbreak: Guideline to Business Operators for HR management

23 March 2020

Employers are making decisions about adapting the way their workforces operate in the context of the Coronavirus (Covid-19). In this note we offer some practical guidance for employers to consider during the Covid-19 outbreak.

Coronavirus: There are few simple and concrete answers to employers on managing the COVID-19 crisis (France)

23 March 2020

As economies around the world feel the impact of COVID-19, Philippe Danesi and Anne Cardon address a few issues faced by their clients pending the imminent publication of ministerial orders.

Ontario government responds to concerns over COVID-19's impact on workplaces with new leave of absence measures (Canada)

20 MAR 2020

In an emergency session of the legislature on March 19, 2020, the Ontario government enacted Bill 186, *Employment Standards Amendment Act (Infectious Disease Emergencies), 2020* (the "Infectious Disease Emergencies Act"). The Infectious Disease Emergencies Act entitles an employee to a leave of absence without pay in the event the employee is unable to perform the duties of the employee's position because of various reasons related to a designated infectious disease.

Coronavirus: executive summary - key highlights from Washington (March 19, 2020) (United States)

19 March 2020

Key highlights for March 19, 2020.

Coronavirus: Share plans are not your top priority but they are not immune (United Kingdom)

19 March 2020

In these turbulent times share plans are unlikely to be at the top of anybody's list and time and resources will be focussed on the most pressing matters. That said, they should not be forgotten and we have put together a short list of what we believe companies should be thinking about now and in the longer term. If you would like to discuss any of the points, please get in touch.

COVID-19 job protected leaves proposed for Canadian employees

18 MAR 2020

[CANADIAN EMPLOYMENT LAW UPDATES - COVID-19](#)

In response to the global coronavirus pandemic, provincial governments in Ontario, Alberta and British Columbia have begun to propose legislation to provide job-protected leaves for employees.

Coronavirus: emergency response legislation passed by the Senate; additional stimulus and tax relief expected soon (United States)

18 March 2020

The US Senate is expected to pass, on March 18, comprehensive legislation to help families and businesses impacted by the coronavirus disease 2019 (COVID-19) pandemic.

Topping up employee pay during temporary layoffs using a Supplementary Unemployment Benefit Plan (SUB Plan) (Canada)

18 MAR 2020

[CANADIAN EMPLOYMENT LAW UPDATES - COVID-19](#)

In the face of the global COVID-19 pandemic and recent declared states of emergency in several Canadian provinces, employers are faced with the difficult decision of having to temporarily lay-off their employees.

Canada announces relief for workers due to COVID-19

18 MAR 2020

[CANADIAN EMPLOYMENT LAW UPDATES - COVID-19](#)

Canadian Government Federal Aid Package COVID19

US employee benefits and the coronavirus

17 March 2020

Some of the many benefit plan issues that employers are facing.

Coronavirus COVID-19 and a FIFO Workforce

17 March 2020

Media reports have emphasised that the Western Australian resources sector considers itself well-prepared for the threat of coronavirus COVID-19, and have measures in place to ensure any disruption to production levels is minimised. But it's important to consider what obligations employers in the mining sector have to their employees and what steps they may take to appropriately respond to the current threat.

Coronavirus disease (COVID-19): Business interruptions and resulting effects in the global economy (Global)

16 March 2020

While the overall scope and duration of the economic impacts are difficult to forecast, there will undoubtedly be a significant increase in workouts, restructurings, rescue financings, forbearances, and other similar activities over the coming months.

Coronavirus: federal and state tax relief (United States)

16 March 2020

Congress and state legislatures and administrative agencies are working hard to provide necessary tax relief for those affected by the coronavirus disease (COVID-19) pandemic.

Coronavirus: Congress expected to pass expanded paid leave (United States)

16 March 2020

The paid leave requirements in the current version of the Families First Coronavirus Response Act.

Coronavirus (COVID-19): ten practical steps for global employers, right now (Global)

13 March 2020

These steps are not based on laws of any one jurisdiction but rather are designed to provide a global employer with themes to consider, understanding that what may be suitable for each employer may vary greatly depending on the employer's unique circumstances.

The “labor-friendly” start-up nation: insights on some of the new measures for e-mobility digital apps from the law on mobility orientations

28 February 2020

With the intensification of the e-mobility digital market and the rapid mutation of the services offered, the French Government has felt the necessity to create a new legal framework specifically designed for digital platforms/apps.

Coronavirus: Key employment legal issues for multinational employers (Europe, AsiaPac)

25 February 2020

As the number of coronavirus COVID-19 cases exceeds 40,000, and with the World Health Organisation having declared the virus as a “public health emergency of international concern,” employers the world over are putting in place plans to prepare for the risk of an employee becoming exposed to or ill with the virus.

Balancing disease control and economic performance amid the coronavirus outbreak (AsiaPac)

24 February 2020

Coronavirus COVID-19 has now infected more than 75,000 people in China and over 1,000 in the rest of the world. Even after the extended holiday and work suspension period following Chinese New Year, many businesses continue to remain fully or partially closed for the past month to minimize the spread of the virus. What does this mean for employers?

HK Government considers designating coronavirus as an “occupational disease” (Hong Kong)

12 February 2020

On 10 February 2020, the Hong Kong Labour Department issued a press release clarifying the position on whether the coronavirus amounts to an “occupational disease” within the meaning of the Employees' Compensation Ordinance (ECO).

An update on the impact of the coronavirus on business in Singapore

12 February 2020

Due to the evolving 2019-nCoV acute respiratory disease (the COVID-19) situation, the Ministry of Health (the MOH) and the Ministry of Manpower (the MOM) have, since January 2020, issued advisories which employers will need to be aware of. In particular, the MOH and MOM have, since our last update on February 12 2020, updated and issued new advisories due to the increased risk of importation of COVID-19 into Singapore.

Hong Kong Government introduces mandatory quarantine measures

11 February 2020

On 9 February 2020, the number of deaths due to the rapidly spreading coronavirus in Mainland China officially surpassed the figure seen during the 2002/2003 SARS epidemic.

Numerous governments have been implementing restrictions barring entry to those with recent travel history through Mainland China, including Singapore, Japan, Australia and the United States. Following pressure from public health workers, the Hong Kong Government has now followed suit and has begun a mandatory two-week quarantine for anyone arriving from Mainland China.

How to resume business amid the coronavirus outbreak (China)

11 February 2020

As reported in our previous article, China has extended its Chinese New Year holiday and work suspension period as a result of the novel coronavirus outbreak which has now infected more than 40,000 people around the world.

This is a summary of the Back to Work Day and compensation for working before Back to Work Day in key cities and provinces across China.

Coronavirus: key employment legal issues for US employers (United States)

10 February 2020

Considerations and action steps for prudent employers.

Be Global: January Employment Law 2020 Update

5 February 2020

[BE GLOBAL](#)

Our latest Be Global gives you a comprehensive round-up of January's employment law developments, across all jurisdictions.

APAC employment issues arising out of the Coronavirus (AsiaPac)

31 January 2020

On 29 January 2020, the number of confirmed cases of the rapidly spreading coronavirus in Mainland China officially surpassed the figure seen during the 2002/2003 SARS epidemic.

Multinationals with local operations around the APAC region have been significantly affected. As staff return to the office following the Chinese New Year holiday period, businesses are now considering what they can do to minimise any risk to health and safety and support staff through this challenging period where anxiety and uncertainty is rife, whilst at the same time complying with their employment obligations and maintaining business continuity. Putting in place detailed business and contingency plans and ensuring careful communications with staff to address key topics and concerns is key, as is keeping such plans and communications under frequent review given the fluidity of the current situation.

This alert considers some of the key issues that HR and business leaders should be considering across the APAC region.

Harsher penalties on discriminatory employment practices in Singapore

29 January 2020

The Fair Consideration Framework was updated in January 2020 to impose harsher penalties on employers found to be engaging in discriminatory practices such as by favouring the hiring of foreigners over Singaporeans.

Coronavirus and the workplace: what employers can do to prevent an outbreak (Canada)

29 January 2020

Many employers have become accustomed to managing illness and influenza in the workplace, particularly in the winter months. However, health officials have recently identified a new strain of coronavirus that is cause for employers to revisit their workplace policies and practices to ensure continued worker health and safety.

China extends holidays for workers amid coronavirus outbreak (China)

28 January 2020

Learn about how the widely publicised corona virus outbreak affects business in Greater China.

New expat employment contracts in Morocco

3 January 2020

The ministerial decree of 19 April 2019 establishing a new template for foreign employment contracts allows foreign employees to be treated in the same way as Moroccan employees.

Pensions Round-Up November 2019

20 December 2019

[PENSIONS ROUND-UP UK SERIES](#)

In this edition of Pensions Round-Up we look at developments from November 2019 including an update to the Regulator's guidance on DB to DC transfers and conversions and a DWP consultation on simpler annual benefit statements.

Be Global – 2019 in review – 2020 preview

11 December 2019

[BE GLOBAL](#)

Our 2019 in review, 2020 preview compiles the most significant developments and trends across Europe, Middle East and Africa, Asia Pacific and the Americas in 2019 and looks ahead to the key changes expected to come into effect in 2020.

Key employment and HR issues arising out of the Hong Kong protests - an update

5 December 2019

Since March 2019, Hong Kong has seen an ongoing series of protests and demonstrations that have created unique business risks for HR professionals and senior leadership in Hong Kong/Asia. Many businesses continue to face employment and HR issues. Please read this article which summarises the key issues.

Pensions Round-Up October 2019

29 November 2019

[PENSIONS ROUND-UP UK SERIES](#)

In this edition of Pensions Round-Up we look at developments from October 2019 including a press release from the Regulator about record-keeping and data reviews, a CJEU judgment about equalisation and a High Court judgment about rectification.

Israel Group News November 2019

18 November 2019

In this issue, IP considerations in augmented reality and virtual reality, plus our global activities, latest publications, coming events and more.

Be Global: October Employment Law 2019 Update

1 November 2019

[BE GLOBAL](#)

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

Be Global: September Employment Law 2019 Update

2 October 2019

[BE GLOBAL](#)

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

No-deal Brexit: Impact on employment law

1 September 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

No-deal Brexit: Impact on occupational pension schemes

1 September 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 employers and trustees of occupational pension schemes

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.

Be Global: July Employment Law 2019 Update

31 July 2019

BE GLOBAL

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

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.

Be Global: June Employment Law 2019 Update

2 July 2019

BE GLOBAL

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

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?

Be Global: May Employment Law 2019 Update

31 May 2019

BE GLOBAL

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

Israel Group News May 2019

9 MAY 2019

ISRAEL GROUP NEWS

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

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.

Be Global: April Employment Law 2019 Update

30 April 2019

BE GLOBAL

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

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.

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.

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.

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).

Be Global: March Employment Law 2019 Update

28 March 2019

[BE GLOBAL](#)

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

Be Global: February Employment Law 2019 Update

28 FEB 2019

[BE GLOBAL](#)

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

Israel Group News

12 FEB 2019

[ISRAEL GROUP NEWS](#)

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

Be Global: Global Employment Law 2019 Preview

31 JAN 2019

[BE GLOBAL](#)

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.

Global Employment Law Quiz 2019

11 JAN 2019

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

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.

Be Global: December 2018

17 DEC 2018

BE GLOBAL

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.

Be Global: November 2018

3 DEC 2018

BE GLOBAL

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

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

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.

Martial law is introduced in Ukraine starting from 26 November 2018

28 NOV 2018

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.

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.

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.

Be Global: October 2018

5 NOV 2018

[BE GLOBAL](#)

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.

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.

Israel Group News

24 OCT 2018

[ISRAEL GROUP NEWS](#)

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

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.

Be Global: September 2018

3 OCT 2018

[BE GLOBAL](#)

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

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.

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.

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.

Be Global: July 2018

3 AUG 2018

[BE GLOBAL](#)

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

Israel Group News

26 JUL 2018

[ISRAEL GROUP NEWS](#)

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

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.

Be Global: June 2018

7 JUL 2018

[BE GLOBAL](#)

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

Be Global: May 2018

1 JUN 2018

[BE GLOBAL](#)

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

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.

Be Global: April 2018

1 MAY 2018

[BE GLOBAL](#)

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

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](#)

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.

Events

[Previous](#)

National Seminar Series Webinar – Coronavirus: Employment Law issues you need to be aware of, including a Q&A session

6 April 2020
Webinar

Coronavirus Webinar: managing and implementing global cost-saving measures across the workforce

2 April 2020
Webinar

Federal stimulus package update, part II – practical tips and strategies for accessing capital and maximizing opportunities in the CARES Act: webinar

2 April 2020 | 12:00 - 1:00 EST
Webinar

Navigating the CARES Act for nonprofit organizations: webinar

1 April 2020 | 3:00 – 4:00 EST
Webinar

Coronavirus: Controlling your UK employee incentive plan costs. What are your options?

1 April 2020

Coronavirus Disease (COVID-19): Webinar on employment law issues throughout Latin America

25 March 2020
Webinar

Coronavirus and the new normal for US employers

19 March 2020
Webinar

Coronavirus COVID-19 and its effects on supply chain contracts

19 March 2020

Coronavirus COVID-19: Webinar on the global employment law issues

11 March 2020

Share plan design – a whole new world

3 March 2020
Webinar

Flexible working arrangements for APAC employers in the midst of crisis

14 February 2020
Webinar

Global Employment Webinar: 2019 in Review and 2020 in Preview

30 January 2020
Webinar

Global Labor and Employment Forum

10 September 2019

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

5 FEB 2019
Webinar

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

29 JAN 2019
Webinar

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

18 OCT 2018
Webinar

CLE webinar: Navigating the road to a global workforce

9 MAY 2018
Webinar

NEWS

DLA Piper advises Heidelberger Druckmaschinen on package of measures to increase profitability

20 March 2020

DLA Piper has advised Heidelberger Druckmaschinen AG on the comprehensive package of measures to increase its profitability which has been announced by the company. The aim is to reduce structural costs at short notice and to sustainably improve the company's profitability. This will significantly improve Heidelberg's financial stability.

DLA Piper lawyers named Acritas Stars

10 March 2020

Acritas has named over 200 DLA Piper lawyers as 2020 Acritas Stars. Now in its fourth year, Acritas Stars highlights the stand-out lawyers in private practice as nominated by clients around the world. More than 3,000 senior in-house counsel feed into the nomination process to give a comprehensive view of highly recommended lawyers across the globe.

DLA Piper announces management changes in Spain

25 February 2020

DLA Piper has appointed Jesús Zapata as its new Country Managing Partner in Spain, with effect from 1 May 2020. Jesús succeeds Pilar Menor who, after completing eight years as managing partner, will become International Group Head of the Employment practice group.

DLA Piper advises Guala Closures Group on the acquisition of the assets of Germany's Closurelogic

6 January 2020

DLA Piper has advised the Guala Closures Group, one of the world leaders in the production of security closures for spirits and aluminium closures for wines, as well as one of the major world producer and distributor of aluminium closures for the beverage industry, on the acquisition of the activities of Closurelogic GmbH, the German producer specialised in the aluminium closures.

DLA Piper advises Wipro Limited on the acquisition of International TechneGroup Incorporated

10 July 2019

DLA Piper has advised Wipro Limited on its acquisition of International TechneGroup Incorporated (ITI), a global digital engineering and manufacturing solutions company.

DLA Piper advises Rolls-Royce on acquisition of Siemens' eAircraft business

21 June 2019

DLA Piper has advised Rolls-Royce plc on the acquisition of Siemens' electric and hybrid-electric aerospace propulsion activities, eAircraft. The acquisition will accelerate the delivery of Rolls-Royce's electrification strategy and boost its ambition to play a major role in the "third era" of aviation. The completion of the transaction is expected in late 2019, following a period of employee consultation.

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.

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.

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.

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.

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.
