



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

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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

Publications

eSignature and ePayment News and Trends

2 April 2021

ESIGNATURE AND EPAYMENT NEWS AND TRENDS

Continuing the digital transformation into 2021.

Criminal conviction records and diversity and pay reporting: What Illinois employers need to know about Senate Bill 1480

1 April 2021

Employers are encouraged to review their background check policies, practices and forms and to prepare for greater transparency of diversity and pay equity data.

Top employee benefits issues to watch

31 March 2021

The top 10 issues likely to impact plan sponsors in 2021 and beyond.

Employee and independent contractor classification: Still the top legal issue in franchising

30 March 2021

Franchising rests on a basic premise that franchisees are independent contractors and not employees.

Benefit plan provisions in the American Rescue Plan

16 March 2021

The practical impact on employers and participants.

Be Aware UK: COVID-19: Furlough extended to 30 September 2021

3 March 2021

In his March 2021 Budget, the Chancellor has announced that the Coronavirus Job Retention Scheme (CJRS) will be extended to 30 September 2021. This is welcome news for employers, many of whom are not yet able to reopen, and it should assist them to retain employees, pending the anticipated easing of lockdown restrictions over coming months.

Be Aware UK: COVID-19: Government urges employers to test staff: 31 March deadline to register for free kits

1 March 2021

The Spring Response Roadmap published last week says that workplace testing will be an important mitigation as business starts to reopen from 12 April 2021. It also says that the government will update the COVID- Secure guidance to provide further advice on how businesses can introduce regular testing to reduce risk, but this hasn't happened yet.

COVID-19 Federal Benefit Access Tool

26 February 2021

You may access this publication in English [here](#).

eSignature and ePayment News and Trends

26 February 2021

[ESIGNATURE AND EPAYMENT NEWS AND TRENDS](#)

How legislatures and regulators endorse the movement towards digital transformation.

Employers in Puerto Rico must comply with new breastfeeding room requirements

25 February 2021

Requiring employers to provide a private, safe and hygienic space.

Puerto Rico: Employers must establish workplace harassment protocols – guidelines are available

23 February 2021

Employers in Puerto Rico have until August 2, 2021 to adopt protocols on workplace harassment.

Be Aware UK: New COVID-19 'cautious and irreversible' roadmap announced

22 February 2021

The Prime Minister has now outlined his "cautious and irreversible" roadmap out of the COVID-19 pandemic. The roadmap applies to England only.

Be Aware UK: Are you ready for the impending changes to the IR35 regime?

16 February 2021

With just two months to go until the changes to the IR35 regime come into force on 6 April, are you aware of what those changes will mean and do you have the necessary preparations in place?

Be Aware UK: Stale equality training will not provide employers with a defence to discrimination claims

9 February 2021

In the case of *Allay (UK) Limited v Gehlen*, the Employment Appeal Tribunal (EAT) has recently reinforced the importance of up-to-date equality training for employees.

Year in review and 2021 preview – Top 10 trends for US employers

2 February 2021

We identify the top 10 trends impacting US businesses as we close out 2020 and enter 2021.

Disputes, Issue 2

28 January 2021

DISPUTES

In this issue, we look at the split among the federal circuits over what it means to "exceed authorized access" in violation of the Computer Fraud and Abuse Act; the ways in which the federal courts apply the Supreme Court's recent limitations on equitable disgorgement; ways to mitigate liability risk in unauthorized financial transfers; considerations for employers as they develop policies regarding use of cannabis in their workforce; and the critical importance of escalation protocols in corporate whistleblower programs.

No firing for lighting up? Cannabis in the workplace

28 January 2021

Appropriately addressing cannabis usage in the workplace while navigating anti-discrimination protections for workers.

OECD publishes guidance on the tax impact of cross-border working arrangements during the COVID-19 pandemic

27 January 2021

Our observations on the new OECD guidelines and their implications for employers.

Israel Group News January 2021

19 January 2021

ISRAEL GROUP NEWS

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

Employers: 2021 deadlines approach to furnish incentive stock option and employee stock purchase plan information statements and returns

13 January 2021

Corporations must furnish these statements on Forms 3921 and 3922 no later than February 1, 2021.

Be Aware UK: Coronavirus: 2021 – Key information for employers as 2021 begins

5 January 2021

This was cemented on 4 January 2021 with the announcement by the Prime Minister of a new national lockdown, to take effect on 5 January 2021 (becoming law from 6 January 2021) and expected to last until at least mid-February 2021.

Global Employment Law Quiz 2021

5 January 2021

Boardroom Brexit: What the deal means for mobility

31 December 2020

BOARDROOM BREXIT

From 1 January 2021, freedom of movement between the United Kingdom and European Union will end. There are, however, some provisions in the TCA regarding the temporary movement of those carrying out business-related activities between the UK and EU.

FFCRA paid leave requirements set to expire – but employer payroll tax credit extended

29 December 2020

Prudent employers will stay mindful of how the Family First Coronavirus Response Act's impending expiration interacts with their existing policies.

COVID-19 Phase 4 limited legislative relief, tax extenders, and what else to expect in the near term

28 December 2020

The 2020 year-end "omnibus" package contains a number of tax provisions designed to help employers deal with the impact of the pandemic on their business operations, including their workforce, largely consisting of enhancements and adjustments to CARES Act provisions.

The EEOC breaks its silence on the COVID-19 vaccine

22 December 2020

Some of the most important questions answered by the EEOC's guidance.

The new economic aid to hard-hit small businesses, nonprofits, and venues...what is in it for businesses?

22 December 2020

From US\$284 billion in PPP loans to tax deductions and tax credits for sick leave; stimulus funds will help make the winter not so chilly for many businesses.

Be Aware UK: CJRS extended to end of April 2021 with no change to employer contribution levels

17 December 2020

In a surprise announcement on 17 December the Government made a further extension to the CJRS furlough scheme, extending it to the end of April 2021 and retaining the level of support at 80% of wages. The announcement comes on the same day that large parts of the country moved from Tier 2 to Tier 3 restrictions.

New regional stay-at-home orders in California

9 December 2020

Employers are strongly encouraged to evaluate their compliance with current orders as of December 9, 2020, and prepare for additional restrictions.

Russia: New remote work law due in force on 1 January 2021, employers need to prepare now

7 December 2020

On 26 November 2020, the State Duma adopted a draft law amending the Labour Code of the Russian Federation (Labour Code) in relation to the regulation of distant (remote) working (Draft Law). The law is due to come into force on 1 January 2021.

Be Aware UK: Government consultation on non-compete covenants and exclusivity provisions

4 December 2020

The Government has today published two consultation papers looking at reforming the use by employers of exclusivity provisions and non-compete clauses in employment contracts.

eSignature and ePayment News and Trends

3 December 2020

[ESIGNATURE AND EPAYMENT NEWS AND TRENDS](#)

CFPB finalizes debt collection rules, addressing use of electronic communications; court finds no private right of action under ESIGN; plus latest legal, regulatory and case law developments.

California adopts emergency COVID-19 standards

1 December 2020

The emergency standards affect most companies with California-based employees.

CARES Act update: US Treasury Department issues guidance allowing buyers to claim employee retention tax credits if target company had a PPP loan

18 November 2020

The guidance removes some of the potential loss of the ERC in merger transactions involving entities that received PPP loans.

eSignature and ePayment News and Trends

2 November 2020

[ESIGNATURE AND EPAYMENT NEWS AND TRENDS](#)

Electronic signature hygiene – does your electronic signature process allow you to enforce a disputed signature? Plus latest legal, regulatory and case law developments.

Lexology Getting The Deal Through - Market Intelligence

30 October 2020

DLA Piper's Employment team, in partnership with Lexology, launched guides that discuss the current employment landscape for New York and California.

IRS announces 2021 dollar limit increases on benefits and contributions in qualified retirement plans

28 October 2020

Action items for employers.

Americas Arbitration Roundup

26 October 2020

In this first edition of *Americas Arbitration Roundup*, our thought leaders across the region provide updates on recent key developments in international arbitration in the Americas.

Puerto Rico: Legal and practical aspects of international arbitration

26 October 2020

Parties benefit from this legal framework to solve their disputes when conducting business in Puerto Rico.

USMCA investor-state dispute settlement provisions: Key differences for Mexico

26 October 2020

For ISDS claims, only after the local litigation requirement is fulfilled or 30 months have elapsed may certain substantive claims be brought against a state.

COVID-19 British Columbia Benefit Access Tool

21 October 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.

Revised Occupational Health and Safety Direction in respect of COVID-19

19 October 2020

On 1 October 2020 the Minister of Employment and Labour published a new consolidated COVID-19 Direction on Occupational Health and Safety in the Workplace (Directive) which replaces the Directive that was published on 4 June 2020.

China Enforces Tax Collection on Employees Working for Chinese-invested Enterprises Overseas

16 October 2020

With the recent IIT reform in 2019, and the introduction of a number of implementation rules (particularly the tax policy on overseas income), it appears the China tax authorities are taking a harder stance on how overseas income derived by China tax residents will be taxed in China, starting with Chinese expatriates working for Chinese state-owned enterprises.

Expanded NYC Earned Safe and Sick Leave Law imposes additional obligations on employers

8 October 2020

New York City's amended Earned Safe and Sick Leave mirrors new, more generous statewide requirements.

Mental Health Matters: Managing Workplace Wellbeing across the Globe

8 October 2020

Our latest Mental Health Matters report looks at the international picture with country by country information to help clients identify the particular local obligations for the mental health and wellbeing of their staff that might apply to them.

California legislation and recent stockholder derivative suits push for more board diversity

7 October 2020

California's latest diversity law follows a new wave of shareholder derivative actions attacking the lack of racial diversity in corporate leadership.

Israel Group News October 2020

7 October 2020

ISRAEL GROUP NEWS

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

New Executive Order "Combating Race and Sex Stereotyping" – what federal contractors need to know

7 October 2020

The EO prohibits federal contractors, subcontractors and certain grant recipients from using “any workplace training that inculcates in its employees any form of race or sex stereotyping or any form of race or sex scapegoating.”

Mass layoffs and collective redundancies guide

6 October 2020

As COVID-19 continues to impact the global economy in unprecedented ways, companies that have had to scale back or shut down operations are bracing for what the next few months will bring, and what this means for their workforces. In this guide, we examine key considerations for employers looking to make permanent reductions in force across APAC.

SEC votes 3-2 to amend whistleblower rules

1 October 2020

The amended rules include an updated definition of "whistleblower" and a requirement that submissions must be provided in writing.

Department of Labor revises FFCRA regulations to address New York court's challenge

30 September 2020

The revised DOL rule resolves many of the outstanding questions raised by last month's FFCRA decision.

Diversity and inclusion update: A landmark LGBT case and new laws on sexual harassment in China

22 September 2020

Diversity and inclusion ("D&I") are becoming increasingly important values in the management of today's multinational organisations. This article looks at a landmark case on transgender rights and recent changes on sexual harassment rules in China, which should be relevant to organisations seeking to address D&I issues in the country.

Changes to California's AB 5 independent contractor law create new opportunities and risks

16 September 2020

These changes create additional opportunities for individuals, especially those involved in translation/interpretation and the music

industry, to remain independent contractors.

Recognizing (and combatting) unemployment insurance fraud amid COVID-19

16 September 2020

States must be prepared to face new challenges associated with the COVID-19 pandemic, such as increased fraudulent activity amid new and emerging fraud schemes.

Hong Kong Court of Appeal rules withholding of bonus and set-off for gross misconduct was unlawful

10 September 2020

It is well-known that deductions made from wages due to an employee are unlawful. Are bonuses due to an employee also subject to the same restriction against deductions from wages? Does an employer have the right to set-off any sums owed to it by an employee or will this violate section 32 of the Employment Ordinance?

Department of Labor Opinion Letter spells death knell for driver reimbursement claims under the FLSA

9 September 2020

The Opinion Letter provides substantial latitude to employers when reimbursing employees who use their personal vehicles in connection with their jobs.

Casual Conversations in Quarantine

8 September 2020

Stacy Osmond joined Benny Mathew of Orion3 Chicago to tackle some of the questions people have regarding what returning to work and the future of work will look like.

Puerto Rico expands maternity leave for adopting mothers

1 September 2020

The legislation applies to all women working in the private and public sectors in Puerto Rico.

Puerto Rico enacts act prohibiting workplace harassment

28 August 2020

The law creates a new course of action for employees and imposes additional responsibilities on employers. It is effective immediately.

Singapore: Tightening of work pass requirements

28 August 2020

The COVID-19 pandemic has severely affected business and employees all over the globe, including Singapore. Due to the

generally weak job market and the unpredictable growth outlook, the Ministry of Manpower announced certain measures in a statement released on 27 August 2020 as summarized in this article.

Puerto Rico tightens restrictions and sanctions for businesses to control continued spread of COVID-19

26 August 2020

The Executive Order aims to significantly tighten restrictions to control the continued spread of COVID-19.

Details of the second tranche of Hong Kong's Employment Support Scheme released

24 August 2020

On 18 August 2020 the Hong Kong government announced details surrounding the second tranche of the Employment Support Scheme. While the majority of the rules surrounding the second tranche remain largely the same as the first tranche, there are new penalties for employers who have fallen foul of a number of nebulous terms.

The US-Mexico-Canada Agreement: A summary of changes in Mexico's laws

6 August 2020

Mexico makes sweeping changes to an array of laws.

NLRB overturns restrictions on employee discipline for profane or abusive outbursts

31 July 2020

Another reflection of a labor law landscape undergoing dramatic change.

DLA Piper Employee Remuneration and Incentives Guide To Share Incentives

30 July 2020

Our Guide to Share Incentives provides a user-friendly and practical overview of the implementation and operation of the share incentive arrangements that are available to companies and is divided into ten sections

Valuing franchise companies for the purpose of sale in times of uncertainty: Use of earn-out provisions

29 July 2020

[FRANCAST](#)

To consummate a sale of a company in the COVID-19 era requires creative thinking, and one approach worth considering in this context is the earn-out.

Minors in pro esports bring 3 critical legal considerations

28 July 2020

What legal issues arise when the stars are children?

Returning to work: OSHA issues guidance

21 July 2020

The latest guidance includes FAQ responses which clarify OSHA's position on a number of important COVID-19 issues.

Puerto Rico extends period for individuals to receive qualified retirement and individual retirement plan distributions for disaster relief

9 July 2020

Key information and updates.

Israel Group News July 2020

8 July 2020

[ISRAEL GROUP NEWS](#)

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

NLRB overturns pre-discipline bargaining obligation

2 July 2020

Key details and takeaways for employers.

eSignature and ePayment News and Trends

2 July 2020

[ESIGNATURE AND EPAYMENT NEWS AND TRENDS](#)

Honoring National ESIGN Day – plus latest legal, regulatory and case law developments

The new US-Mexico-Canada trade agreement goes live today

1 July 2020

USMCA is the first treaty in which complaints of noncompliance by a Mexican facility may be reported to a US government agency for the purpose of investigation and, if appropriate, remediation.

Changes to Hong Kong anti-discrimination legislation

30 June 2020

Anti-discrimination laws in Hong Kong have undergone a series of changes over the past few years.

Contact tracing apps: the promise and perils of automated tracking of COVID-19 exposure

18 June 2020

Privacy and anti-discrimination concerns, as well as technological limitations, may affect a company's approach to contact tracing.

Puerto Rico lockdown lifted; most businesses and tourism reopen

18 June 2020

The tourism, recreation and entertainment industries will resume operations progressively.

Supreme Court will tackle issue of who determines arbitrability when a dispute involves arbitration carveouts

18 June 2020

This issue is currently dividing courts of appeals and state high courts.

All (clean and sanitized) hands on deck: What New York City office-based employers need to know to prepare for Phase Two

16 June 2020

Office-based employers in New York City are strongly encouraged to begin preparing.

COVID-19 spurs digital transformation and electronic use and acceptance

3 June 2020

Steps to help to ensure enforceability and meet compliance obligations.

Update: NLRB proceeds with partial implementation of new election rules after adverse federal court ruling

3 June 2020

The new rules faced a bumpy road to implementation.

eSignature and ePayment News and Trends

3 June 2020

[ESIGNATURE AND EPAYMENT NEWS AND TRENDS](#)

COVID-19 spurs digital transformation and electronic use and acceptance, plus latest legal, regulatory and case law developments.

The stranded employee

2 June 2020

Several key risks employers may face related to employees or applicants stranded abroad and practical tips for employers to consider.

DOL allows retirement plans to press "send" on electronic communications

28 May 2020

Welcome news for retirement plan sponsors and administrators as they provide alternative methods of electronic delivery for retirement plan disclosures required by ERISA.

Preparing for global class actions arising from COVID-19

28 May 2020

The risk to companies of global and cross-border class action and collective redress proceedings is rising.

Department of Labor issues new final rule regarding fluctuating workweek method for computing overtime

27 May 2020

The new rule gives greater flexibility to employers seeking to rely on the fluctuating workweek method.

BC Safety Plan update

26 MAY 2020

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

[CANADA IN FOCUS](#)

British Columbia has mandated COVID-19 Safety Plans for businesses and employers in the province as part of its COVID-19 Restart Plan.

COVID-19 as an occupational disease: Proposed amendments to Ontario's *Workplace Safety and Insurance Act, 1997*

21 MAY 2020

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

On May 19, 2020, "Bill 191 - An Act to amend the Workplace Safety and Insurance Act, 1997 with respect to presumptions in connection with COVID-19 for workers in essential businesses" was introduced in the Ontario legislature.

Five steps to reopening the workplace after COVID-19

21 MAY 2020

As the federal, provincial and territorial governments in Canada slowly ease COVID-19 related measures, more workplaces are being permitted to reopen. Likewise, workplaces that have been permitted to remain open with limitations throughout the COVID-19 pandemic are being permitted to revert to business as usual.

Reopening the workplace

20 May 2020

DLA Piper's Ryan Vann and Rita Patel highlight near-term employment and compensation strategies for US employers to consider when bringing people back to work.

BC Restart Plan Phase 2: Further guidance for COVID-19 Safety Plans

19 MAY 2020

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

On May 6, 2020, BC launched its COVID-19 Restart Plan, indicating that businesses could start to re-open in Phase 2, starting today, provided that they implement and maintain measures to keep the public and employees safe.

More businesses may reopen as Ontario prepares to enter stage one of "A Framework for Reopening our Province"

15 MAY 2020

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

On Thursday, May 14, 2020, the Government of Ontario announced the next wave of businesses and services that will be permitted to expand their services and reopen in the coming days, as the Province of Ontario proceeds to slowly reopen the economy.

Non-union employers beware! The heightened risk of unionization during the COVID-19 pandemic

15 MAY 2020

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

The COVID-19 pandemic has shattered familiar patterns and created great uncertainty with respect to economic and public health. Employers across Canada have been busy adapting policies and procedures to fit this "new normal". Yet non-union employers place themselves at great risk by relying upon general busyness as an excuse for complacency with respect to employee relations and the objective of remaining union-free.

COVID-19 Phase 4 legislation: Information and progress update

14 May 2020

A summary of the start of Congressional negotiations on additional COVID-19 related business relief provisions.

DOL and IRS issue COVID-19 timeframe extensions for health, welfare and retirement plans

13 May 2020

The extensions create administrative complexity for plan administrators.

Alberta's relaunch strategy and business guidelines

11 MAY 2020

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

The Alberta government has released its relaunch strategy to gradually lift COVID-19 related restrictions in the province. Alberta's strategy has been divided into 3 phases and aims to incrementally remove restrictions while ensuring continued health protections. Although a specific timeline has not been announced for each phase, the government has informed that the relaunch timing will be flexible, based on public health factors.

DLA Piper's employment guide to global reductions in force: Coronavirus edition

11 May 2020

As the economic impact of COVID-19 continues to unfold, employers globally have had to consider immediate remedial steps such as reduced working hours and pay, furloughs, and short-term closures and layoffs. For most businesses, the hope is that these will be temporary, rather than permanent, measures.

Puerto Rico starts reopening businesses: Employers must establish exposure control plans

11 May 2020

The authorization to reopen is conditioned on the adoption of strict measures by employers to avoid contagion.

Federal Government announces Canada Emergency Wage Subsidy program extended beyond June

8 MAY 2020

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

On May 8, 2020, the federal government announced that the Canada Emergency Wage Subsidy program has been extended beyond June. The CEWS program was originally set to end on June 6, 2020.

Just in time for Mother's Day: More businesses are allowed to reopen in Ontario

7 MAY 2020

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

Spring has arrived, nice weather is coming and, while you still can't take your Mom out to dinner this weekend, you can buy her flowers. On May 6, 2020, the Government of Ontario announced more businesses will be permitted to reopen or offer expanded services in the coming days.

Pushing reset: What BC's Restart Plan means for employers

7 MAY 2020

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

On May 6, 2020, BC launched its four-phase Restart Plan, characterized by the BC government as the first in a series of steps that BC will take to “protect people and ensure that [the] province can come back from COVID-19 stronger than before.”

The top issues for global employers to address now in return to work plans

7 May 2020

As some countries start to ease lockdown restrictions and workplaces begin, slowly, to reopen, we have looked at the top steps for global employers to address now in their return to work plans.

COVID-19: New York and Other Northeast Council states take phased approach to reopening economy

6 May 2020

These developments raise a number of immediate questions and considerations for businesses operating in the region.

BC extends temporary layoffs related to COVID-19

4 MAY 2020

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

[CANADA IN FOCUS](#)

Today, BC announced it is extending the *Employment Standards Act* temporary layoff period to a maximum of 16 weeks in any period of 20 consecutive weeks for layoffs connected to the COVID-19 emergency.

Israel Group News May 2020

4 May 2020

[ISRAEL GROUP NEWS](#)

Providing access to valuable business resources in real time.

Work from home: considerations for employers during COVID-19

4 MAY 2020

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

Our new COVID-19 reality means that many employees are working from home. Working from home is no longer treated as a flexible work option offered by some employers, but a measure to physically distance. Many employers are now questioning business costs associated with traditional offices altogether, exploring the idea of WFH as a new way to work.

BC Government provides guidance for protecting workers at large industrial camps during COVID-19

1 MAY 2020

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

On April 28, 2020, the Ministry of Health and the B.C. Centre for Disease Control released a guidance document that applies to employers, operators, employees, and contractors working in the natural resource sector and living in employer-provided large industrial camps during the COVID-19 pandemic. The Guidelines are intended to support the implementation of the B.C. Provincial Health Officer's April 23, 2020 Order in respect of industrial camps.

Economic downturn: Key executive compensation issues for employers

1 May 2020

Key issues US-based employers are encouraged to consider as they evaluate potential executive compensation strategies in light of COVID-19.

Ontario: certain businesses allowed to reopen under strict safety guidelines

1 MAY 2020

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

On May 1, 2020, the Government of Ontario announced that certain businesses and workplaces will be allowed to reopen on Monday, May 4, 2020 as long as they comply with strict public health measures implemented in response to COVID-19. Businesses that are permitted to reopen include seasonal businesses and some essential construction projects.

The NLRB's overhaul of its election procedures

1 May 2020

The new rules address many of the criticisms of the Board's 2015 election rules.

Working from home - deductibility of home office expenses

1 MAY 2020

In addition to being able to wear sweatpants all day, working from home ("WFH") may provide a tax benefit for employees - the ability to deduct home office expenses. While some home office expenses are deductible, strict rules govern their deductibility. This article discusses these rules for (non-sales-commission) employees WFH in Canada because of COVID-19.

eSignature and ePayment News and Trends

30 April 2020

[ESIGNATURE AND EPAYMENT NEWS AND TRENDS](#)

Some key considerations for lenders looking to close loans electronically, either in person or remotely, plus latest regulatory, legal and case law developments around eSignatures and ePayments.

Framework to reopen Ontario

27 APR 2020

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

Today, the Government of Ontario released its framework for reopening Ontario. The framework does not contain specific dates or timelines but does outline the criteria Ontario's Chief Medical Officer of Health and health experts will use to advise the

Government on loosening the emergency measures. It also sets out the principles that will guide the safe, gradual reopening of businesses, services and public spaces.

Turning downtime into privacy time: COVID-19 privacy review in Canada

24 APR 2020

As many businesses adapt to the current environment imposed by COVID-19, now may be the time for your organization to consider evaluating the state of your privacy and data protection management.

Essential services — new obligations for B.C. employers

22 APR 2020

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

A new order from the Provincial Health Officer on April 14, 2020 has created new obligations for employers who are either essential services or provide accommodation for temporary foreign workers.

Hong Kong government approves catering sector one-off subsidy

22 April 2020

The Hong Kong government's Finance Committee met on Friday and Saturday to discuss and approve further details surrounding its Anti-epidemic Fund.

The Committee approved the terms of a government paper published last week which clarifies certain additional details in relation to the one-off subsidy for the catering sector as set out below. This is a new development following our previous alert, which was published on 10 April.

Proposed amendments to Hong Kong's Employment Support Scheme

21 April 2020

The Hong Kong government's Finance Committee met today, Friday 17 April, to discuss and approve further details surrounding the Employment Support Scheme in response to coronavirus COVID-19.

US antitrust enforcers on high alert for collusion in labor markets during COVID-19 pandemic

21 April 2020

[ANTITRUST AND COMPETITION: NOVEL ISSUES IN A POST-CORONAVIRUS WORLD](#)

Antitrust enforcers are closely monitoring employer coordination to disadvantage workers.

CARES Act: A lifeboat for Puerto Rico

20 April 2020

The stage is set for Puerto Ricans to benefit directly from key provisions of the CARES Act.

Opening Up America Again Guidelines signal relaxation in elective surgery restrictions

20 April 2020

For healthcare providers as they evaluate how the Opening Up America Again Guidelines pertain to their respective practices.

Our guide to the top 10 employment issues facing the hospitality & leisure industry during COVID-19

17 April 2020

1. Do I owe greater health and safety obligations as a hotel/establishment?

As with other sectors, hotels and establishments have an obligation to ensure a safe workplace for their employees, which includes taking steps to guard against the risk of infectious diseases.

Federal government expands access to the Canada Emergency Response Benefit

16 APR 2020

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

Details of the Canada Emergency Response Benefit have evolved since the Government of Canada initially introduced the CERB on March 25, 2020. Most recently, on April 15, 2020, the federal government proposed expanded access to the CERB for workers who need assistance but do not currently qualify for the CERB, and workers working in essential jobs who earn less than they otherwise would if they were receiving the CERB.

NLRB orders resumption of union representation elections

16 April 2020

The Board's decision to resume representation elections raises significant legal and strategic concerns for both employers and unions.

Puerto Rico's Emergency Paid Sick Leave Act is in force

16 April 2020

The Act will also apply in case of future epidemics in which the Puerto Rican government declares a state of emergency.

The impact of COVID-19 on dependent care flexible spending accounts

15 April 2020

Are employees permitted to increase or decrease their deferrals, or begin or cease participation?

US CPSC advises consumers certain recall remedies may be unavailable due to COVID-19 – four key takeaways

15 April 2020

Guidance will evolve as the pandemic develops, and CPSC-regulated firms are encouraged to consider these actions.

COVID-19: New York State provides new guidance on essential businesses

13 April 2020

The Guidelines raise a number of immediate questions and considerations for New York businesses.

Families First Coronavirus Response Act – Health emergency leave and exempted health care providers

10 April 2020

The temporary health emergency leave measures include a key carveout for "Health Care Providers" and "Emergency Responders."

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.

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.

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.

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.

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.

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.

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.

eSignature and ePayment News and Trends

March/April 2020

[ESIGNATURE AND EPAYMENT NEWS AND TRENDS](#)

COVID-19 special edition

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.

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.

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.

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.

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.

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.

ESG: The rise of private ordering and the role of the NCGC committee (United States)

26 March 2020

[ESG HANDBOOKS AND GUIDES](#)

This inaugural ESG handbook, part of our 2020 Proxy Season Hot Topics series, aims to help public companies as they develop and maintain a robust ESG program.

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).

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.

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.

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 (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.

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.

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.

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.

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.

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.

Coronavirus: New York State enacts emergency paid sick leave law, effective immediately (United States)

20 March 2020

To be eligible for the benefits available under the Act, an employee must be subject to a mandatory or precautionary order of quarantine or isolation.

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: 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.

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

19 March 2020

Key highlights for March 19, 2020.

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.

Canada announces relief for workers due to COVID-19

18 MAR 2020

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

Canadian Government Federal Aid Package COVID19

Coronavirus: Congress passes revised paid leave law (United States)

18 March 2020

Congress passed a revised version of The Families First Coronavirus Response Act requiring employers with fewer than 500 employees to provide COVID-19-related paid sick and family leave to eligible 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.

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.

US employee benefits and the coronavirus

17 March 2020

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

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: 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: 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 (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 age of growing viral outbreaks: key contract considerations in a world facing the latest outbreak – COVID-19 (Global)

13 March 2020

The effect of viral outbreaks on overall business continuity and performance as a priority in assessing operational, reputational and contract risks and their potential consequences and liabilities.

Game changer – DOL and NLRB issue final rules interpreting joint employer status

5 March 2020

The new rules narrow the circumstances under which businesses may be considered joint employers under the FLSA and NLRA.

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?

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.

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).

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.

New Jersey enacts sweeping legislation aimed to combat employee misclassification

30 January 2020

Misclassification is the practice of improperly classifying workers as independent contractors, rather than employees.

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.

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.

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.

SECURE Act brings significant changes to employer retirement and benefit plans

21 January 2020

Provisions of the SECURE Act most relevant to employer-sponsored retirement and benefit plans, plus key deadlines.

Employers: 2020 deadlines approach to furnish incentive stock option and employee stock purchase plan information statements and returns

14 January 2020

The statements must be furnished by the corporation on Forms 3921 and 3922 no later than January 31, 2020.

Artificial intelligence software tools tested for demographic impact

20 December 2019

A NIST report quantifying demographic differences in nearly 200 face recognition algorithms found “empirical evidence for the existence of a wide range of accuracy.”

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.

Global Employment Law Quiz 2020

19 December 2019

Our annual quiz.

Lexology Getting The Deal Through - Market Intelligence

December 2019

DLA Piper drafted the Labour and Employment Global Trends and US summary for Lexology's Getting the Deal Through – Market Intelligence guide.

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.

New federal overtime rule set to take effect January 1, 2020

10 December 2019

The new rule significantly modifies the legal landscape regarding wage-and-hour compliance.

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.

New Jersey to jump on the salary history "ban" wagon

3 December 2019

If violated, this new law gives applicants the ability to bring a private right of action against the prospective employer, and

employers risk additional liability under the New Jersey Law Against Discrimination.

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.

2020 dollar limit increases on benefits and contributions in qualified retirement plans announced by the IRS

8 November 2019

The Internal Revenue Service (IRS) issued Notice 2019-59, which announced cost-of-living adjustments that affect the calendar year dollar limits for benefits and contributions in retirement plans

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.

Department of Labor proposes regulations offering safe harbor electronic annual disclosures for retirement plans

31 October 2019

A significant development in retirement plan regulations, marking the DOL's first expansion into disclosures through electronic media since 2011.

New California law requires year-end account balance notices for Flexible Spending Account plans – action items

25 October 2019

Starting in 2020, FSA participants in California should be given account notices twice prior to the FSA plan year's end and in different forms.

Ninth Circuit Court of Appeals rejects joint employer claim against McDonald's

22 October 2019

But a cautionary note is in order.

Franchisors take note: An overview of California Assembly Bill 5

16 October 2019

If AB 5 is deemed to apply to franchise businesses, this could result in franchisees in California (and conceivably in turn their employees) being deemed employees of the franchisor.

Is it time for Puerto Rico's minimum wage to increase?

8 October 2019

Bill 2264 would increase the minimum wage for private sector employees in Puerto Rico to \$8.25 per hour.

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.

IRS issues final 401(k) hardship distribution regulations: top points

1 October 2019

Plan sponsors should consider reviewing their plans to ensure compliance and maintain the plans' tax-qualified status.

eSignature and ePayment News and Trends

27 September 2019

[ESIGNATURE AND EPAYMENT NEWS AND TRENDS](#)

In this issue, the future of identity in financial services, plus latest developments from the legislatures, the regulators and the courts.

California Supreme Court: PAGA plaintiffs cannot recover back wages in addition to civil penalties

16 September 2019

The decision is important because California plaintiffs are increasingly attempting to skirt valid arbitration agreements with class action waivers by bringing PAGA-only claims.

Chicago's Fair Workweek Ordinance will bring predictive scheduling requirements to the city

9 September 2019

For employers with Chicago operations, the new law will mean increased cost, additional notification and communication requirements, and less flexibility to react to staffing needs.

Velox Express: NLRB holds independent contractor misclassification does not itself violate the NLRA

5 September 2019

Classification of workers is a fundamental threshold issue under federal labor law.

eSignature and ePayment News and Trends

30 August 2019

[ESIGNATURE AND EPAYMENT NEWS AND TRENDS](#)

In this issue, an analysis on the requirements for receiving an electronically signed 4506-T form, plus latest developments from the legislatures, the regulators and the courts.

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.

Puerto Rico: New leave available for employees to deal with domestic violence, sexual abuse, sexual harassment, stalking and child abuse

14 August 2019

The act is now in effect.

#Metoo legislation set to take effect in Illinois

12 August 2019

Many of the new limitations and obligations under the Workplace Transparency Act mirror legislation recently passed in New York and California.

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.

New HRA final rule is a game changer for employers

8 July 2019

The final regulations provide for two new types of HRAs.

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.

New York set to expand workplace anti-discrimination protections

28 June 2019

The New York State Legislature capped off its 2019 legislative session by passing a flurry of laws aimed at keeping New York State at the forefront when it comes to preventing all forms of discrimination and harassment in the workplace.

eSignature and ePayment News and Trends

28 June 2019

[ESIGNATURE AND EPAYMENT NEWS AND TRENDS](#)

In this issue, an analysis of California's recent law regarding chatbots, plus the latest developments from the legislatures, the regulators and the courts.

Plan sponsors of hybrid defined benefit plans and certain merged retirement plans can apply for an IRS determination letter, starting September 1, 2019

20 June 2019

IRS Rev. Proc. 2019-20 provides for an expansion of the determination letter program for some individually designed retirement plans.

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.

Texas narrows anti-SLAPP law

10 June 2019

The new law enjoys broad bipartisan support.

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?

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

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

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.

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.

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.

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.

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

22 MAY 2019

FRANCAST

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

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

10 MAY 2019

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.

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.

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.

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.

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.

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.

Suffering the ABCs of independent contractors

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.

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.

Top franchise cases of 2016

30 MAR 2017

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

Top franchise decisions: two standouts from 2015

29 MAR 2016

What is a joint employer? Two significant cases.

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

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

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

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

Law à la Mode

14 OCT 2013

[LAW À LA MODE](#)

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

Law á la Mode

31 JUL 2013

[LAW À LA MODE](#)

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

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

Upcoming

New horizons and opportunities: Strategic workforce and employment considerations

21 April 2021 | 12:00 – 1:00 p.m. ET
Webinar

Previous

Policing meal periods: The impact of *Donohue v. AMN Services* on California law and other high-risk wage and hour developments

23 March 2021 | 12:00 - 1:00 PT
Webinar

The changing business and legal landscape: Key considerations for companies in 2021

5 March 2021 | 1:00 – 2:30 ET
Webinar

Building a vaccination plan: Key considerations for businesses

18 February 2021 | 9:00 - 10:00 PT
Webinar

Employment in the consumer goods, food and retail sectors in 2021 – what to expect

16 February 2021
Webinar

US employment webinar: 2020 review and 2021 preview

2 February 2021 | 9:00 - 10:00 PT
Webinar

Global Employment Thought Leadership Series

9 December 2020 | 9:00 - 10:15 PST
Global Employment Thought Leadership Series
Webinar

Global Employment Thought Leadership Series

2 December 2020 | 9:00 - 10:15 PST
Global Employment Thought Leadership Series
Webinar

Global Employment Thought Leadership Series

18 November 2020 | 9:00 - 10:15 PST
Global Employment Thought Leadership Series
Webinar

Planning for an Uncertain World

16 November 2020
TechLaw Event Series
Webinar

Crisis management for businesses 2.0: The impact of COVID-19 6+ months in

19 October 2020 | 12:00 - 1:00 CT
Webinar

Challenging choices for businesses: Restructure, downsize or liquidate

14 October 2020
Webinar

US: Employment law training

7 October 2020
International employment law training

Spain: Employment law training

6 October 2020

International employment law training

UAE and Saudi Arabia: Employment law training

1 October 2020

International employment law training

Romania: Employment law training

30 September 2020

International employment law training

Poland: Employment law training

29 September 2020

International employment law training

Poland: Employment law training

29 September 2020

International employment law training

Netherlands: Employment law training

28 September 2020

International employment law training

Belgium: Employment law training

24 September 2020

International employment law training

Belgium: Employment law training

24 September 2020

International employment law training

Doing Business in Europe

24 September 2020
Webinar

Nordics: Employment law training

22 September 2020
International employment law training

Doing Business Globally: Spotlight Hong Kong

22 September 2020
Webinar

South Africa: Employment law training

21 September 2020
International employment law training

APAC: Employment law training

17 September 2020
International employment law training

Italy: Employment law training

16 September 2020
International employment law training

Ireland: Employment law training

15 September 2020
International employment law training

Germany: Employment law training

14 September 2020
International employment law training

UK: Employment law training

9 September 2020
International employment law training

France: Employment law training

8 September 2020
International employment law training

Beyond the pandemic: Managing the new global office footprint

27 August 2020 | 12:00 - 1:00 ET
Webinar

TechLaw

31 July 2020
TechLaw Event Series
Webinar

International Employment Law Return to Work Program

16 June 2020
Webinar

Beyond the curve: Returning to work in Qatar

9 June 2020 | 9:00 - 10:00 ET
Webinar

Updates on the Paycheck Protection Program for nonprofits: Navigating the loan forgiveness application and instructions

5 June 2020 | 1:00 - 2:00 EDT
Webinar

US back to work considerations for employers

3 June 2020 | 12:00 – 1:00 p.m. ET
Webinar

Returning to the workplace after the COVID-19 pandemic

15 May 2020 | 12:00 - 1:00 ET
Webinar

Update on the Paycheck Protection Program: A webinar

13 May 2020 | 12:30 - 1:30 ET
Webinar

Global return-to-work issues for employers

13 May 2020 | 10:00 – 11:30 ET
Webinar

Webinar: Global reductions-in-force in the time of coronavirus

6 May 2020
Webinar

Navigating COVID-19: Latest guidance for US employers

4 May 2020 | 12:00 - 1:00 ET
Webinar

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

6 April 2020
Webinar

COVID-19: Important Issues for Israeli Companies to Consider

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 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

TechLaw

5 March 2020
TechLaw Event Series
Sydney

Share plan design – a whole new world

3 March 2020
Webinar

TechLaw

3 March 2020
TechLaw Event Series
Melbourne

Annual Employment Law CLE Briefing 2020

20 February 2020
DLA Piper's Annual Employment Law CLE Briefing 2020
Seattle

Annual Employment Law CLE Briefing 2020

14 February 2020
DLA Piper's Annual Employment Law CLE Briefing 2020
San Diego

Global Employment Webinar: 2019 in Review and 2020 in Preview

30 January 2020
Webinar

Annual Employment Law CLE Briefing 2020

30 January 2020
DLA Piper's Annual Employment Law CLE Briefing 2020
Los Angeles

Annual Employment Law CLE Briefing 2020

23 January 2020
DLA Piper's Annual Employment Law CLE Briefing 2020
East Palo Alto

Annual Employment Law CLE Briefing 2020

16 January 2020
DLA Piper's Annual Employment Law CLE Briefing 2020
San Francisco

Employment Training Session Series

14 January 2020

UAE and Saudi Arabia: Employment law training

28 November 2019
International employment law training
London

UK: Employment law update

21 November 2019
International employment law training
London

UK: Employment law training

21 November 2019
International employment law training
London

Ireland: Employment law training

19 November 2019
International employment law training
London

Spain: Employment law training

13 November 2019
International employment law training
London

Italy: Employment law training

13 November 2019
International employment law training
London

France: Employment law training

6 November 2019
International employment law training
London

Germany: Employment law training

6 November 2019
International employment law training
London

Netherlands: Employment law training

8 October 2019
International employment law training
London

Belgium: Employment law training

8 October 2019
International employment law training
London

Romania: Employment law training

2 October 2019
International employment law training
London

Poland: Employment law training

2 October 2019
International employment law training
London

Global Labor and Employment Forum

10 September 2019

Asia Pacific employment law training

6 JUN 2019
International employment law training
London

ADA and Digital Accessibility Webinar

22 MAY 2019
Webinar

Employment law CLE breakfast briefing

16 MAY 2019
Dallas

New employment challenges in transportation and logistics

NEWS

Richard Rahm joins DLA Piper's Employment practice in Northern California

25 January 2021

DLA Piper announced today that Richard Rahm has joined the firm's Employment practice as a partner in Northern California, based in the San Francisco office.

Two DLA Piper lawyers listed in *D Magazine's* 2021 Best Lawyers Under 40 list

13 January 2021

Crystal Woods, a partner in DLA Piper's Employment practice, and James C. Bookhout, an associate in the firm's Litigation and Regulatory practice, were recently named to *D Magazine's* 2021 Best Lawyers Under 40 list, which recognizes outstanding young lawyers in Dallas.

Kyndra Casper and Holly R. Lake named to *Los Angeles Business Journals* Thriving in Their 40s list

22 December 2020

DLA Piper is pleased to announce that Kyndra Casper, a partner in the firm's Real Estate practice, and Holly R. Lake, a partner in the Employment practice, have been named to the *Los Angeles Business Journals* 2020 Thriving in Their 40s list, which recognizes 95 Los Angeles-based professionals who "serve as terrific examples of trusted advisors whose services the businesses of Los Angeles simply cannot do without."

Nine DLA Piper lawyers recognized by BTI Consulting Group for superior client service

10 December 2020

DLA Piper is pleased to announce that BTI Consulting Group has recognized nine of its lawyers for providing superior service to clients.

DLA Piper partner Norman Leon named a *Law360* Employment MVP

7 October 2020

DLA Piper is pleased to announce that Norman Leon has been named a 2020 *Law360* Employment MVP.

Kim Askew named to *Texas Lawyer's* 2020 list of Texas Trailblazers

1 October 2020

DLA Piper is pleased to announce that Kim Askew has been named a 2020 Texas Trailblazer by *Texas Lawyer*.

DLA Piper advises Heidelberger Druckmaschinen AG on the restructuring of the company pension scheme

2 July 2020

DLA Piper has advised Heidelberger Druckmaschinen AG on the restructuring of the company pension scheme, covering all employees in Germany. This was agreed by the Management Board and employee representatives of the company together with the IG Metall trade union.

Erin Sweeney joins DLA Piper's Employment practice in Washington, DC

2 June 2020

DLA Piper announced today that Erin Sweeney has joined the firm's Employment practice as of counsel in the Washington, DC office.

Julie Dunne joins DLA Piper's Employment practice in San Diego

1 June 2020

DLA Piper announced today that Julie Dunne has joined the firm's Employment practice as a partner in San Diego.

DLA Piper lawyers and practices ranked in latest Chambers edition

8 May 2020

DLA Piper today announced that the firm received 172 lawyer rankings and 71 practice rankings in *Chambers USA's* 2020 guide.

DLA Piper announces partnership promotions for 2020

30 April 2020

DLA Piper is proud to announce that 67 lawyers have been promoted to its partnership. The promotions are effective as of April 1, 2020 in the United States and May 1, 2020 for EMEA and Asia Pacific. The promotions have been made across many of the firm's practice areas in 35 different offices throughout 13 countries.

Across the firm's practices globally, Corporate saw the largest intake of new partners with 19 promotions, followed by Litigation and Regulatory with 15. Intellectual Property and Technology and Finance and Projects had ten and eight promotions respectively, while there were six in Real Estate. Tax and Employment both had four, and there was one in Restructuring.

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's Holly R. Lake named Labor and Employment Lawyer of the Year by Century City Bar Association

3 March 2020

The Century City Bar Association has named DLA Piper partner Holly R. Lake its Labor and Employment Lawyer of the Year.

DLA Piper's Holly R. Lake and Miles Cooley named Top Minority Attorneys by the Los Angeles Business Journal

28 January 2020

The Los Angeles Business Journal has named two DLA Piper partners with strong community ties to its 2020 Top Minority Attorneys list.

Kim Askew joins DLA Piper's Employment practice in Dallas

21 January 2020

DLA Piper announced today that Kim Askew has joined the firm's Employment practice as a partner in the Dallas office.

DLA Piper achieves trial victory for Applied Underwriters

22 November 2019

DLA Piper recently represented Applied Underwriters, Inc. in a bench trial victory in California state court.

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.
