



## Employment

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

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

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

We can assist with:

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

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

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

### EXPERIENCE

---

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

### KEY CONTACTS

#### **Brian S. Kaplan**

Partner

New York

T: +1 212 335 4515

[email protected]

#### **Tim Marshall**

Partner

London

T: +44 (0)20 7796

6617

[email protected]

- 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

#### 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.

---

#### Business Start-up Pack - UK

18 JUN 2014

This Start-up Pack has been designed and prepared by DLA Piper's Technology Sector initiative, which includes lawyers with experience in intellectual property, corporate, employment and tax matters.

---

#### 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.

---

#### 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.

---

---

## **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.

---

## **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.

---

## **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.

---

## **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.

---

## 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.

---

## 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.

---

## 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 SERIES](#)

---

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.

---

### **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.

---

## **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).

---

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

30 APR 2019

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

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

---

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

29 MAR 2019

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

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

---

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

12 MAR 2019

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

---

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

---

28 FEB 2019

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

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

---

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

28 FEB 2019

## [BE GLOBAL SERIES](#)

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

---

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

27 FEB 2019

January 1, 2019 marked significant changes to California legislation.

---

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

13 FEB 2019

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

---

### **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 SERIES](#)

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

---

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

15 JAN 2019

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

---



---

## 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 SERIES](#)

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

---

## Be Global: November 2018

3 DEC 2018

### [BE GLOBAL SERIES](#)

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

---

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

16 NOV 2018

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

---

## 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 SERIES

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

---

## 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.

---

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

9 OCT 2018

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

---

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

8 OCT 2018

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

---

## Be Global: September 2018

3 OCT 2018

### BE GLOBAL SERIES

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

---

## 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.

---

### **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.

---

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

27 SEP 2018

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

---

### **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.

---

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

12 SEP 2018

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

---

### **Announcing COMPASS – our newly automated compliance assessment tool**

4 SEP 2018

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

---

---

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

28 AUG 2018

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

---

## Be Global: July 2018

3 AUG 2018

### [BE GLOBAL SERIES](#)

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

---

## 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 SERIES](#)

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

---

## Changes coming to Rule 701 disclosure thresholds

21 JUN 2018

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

---

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

4 JUN 2018

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

---

harassment legislation.

---

## Be Global: May 2018

1 JUN 2018

### BE GLOBAL SERIES

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

---

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

29 MAY 2018

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

---

#### **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.

---

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

7 MAY 2018

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

---

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

2 MAY 2018

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

---

## Be Global: April 2018

1 MAY 2018

### BE GLOBAL SERIES

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

---

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

24 APR 2018

---

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

---

### **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.

---

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

17 APR 2018

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

---

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

12 APR 2018

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

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

---

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

10 APR 2018

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

---

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

29 MAR 2018

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

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

---

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

22 MAR 2018

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

---

organisations.

---

## **Be Global: February 2018**

28 FEB 2018

### **BE GLOBAL SERIES**

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

---

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

22 FEB 2018

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

---

## ***Israel Group News***

20 FEB 2018

### **ISRAEL GROUP NEWS**

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

---

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

9 FEB 2018

### **TECHLAW PODCAST SERIES**

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

---

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

1 FEB 2018

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

---

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

31 JAN 2018

### **BE GLOBAL SERIES**

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

---

during the course of 2018.

---

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

22 JAN 2018

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

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

---

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

19 JAN 2018

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

---

### **Be Global: 2017 in review**

20 DEC 2017

#### **BE GLOBAL SERIES**

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

---

### **Israel Group News**

7 DEC 2017

#### **ISRAEL GROUP NEWS**

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

---

### **Be Global November 2017**

7 DEC 2017

#### **BE GLOBAL SERIES**

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

---

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

15 NOV 2017

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

---



dangers of getting 'locked in' to long term contracts in a fast-changing market.

---

## **Be Global October 2017**

1 NOV 2017

### **BE GLOBAL SERIES**

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

---

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

27 OCT 2017

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

---

## **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

---

## **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

---

### **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 SERIES](#)

---

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

---

## Law à la Mode

31 JUL 2013

### [LAW À LA MODE SERIES](#)

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

---

## 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

#### 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**

17 APR 2019

Webinar

---

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

5 FEB 2019

Webinar

---

## **Employment Law Briefing**

31 JAN 2019

Employment Law Briefing

Los Angeles

---

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

29 JAN 2019

Webinar

---

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

28 - 29 JAN 2019

New York

---

## **Employment Law Briefing**

17 JAN 2018

Employment Law Briefing

East Palo Alto

---

## **Employment Law Briefing**

15 JAN 2019

Employment Law Briefing

San Francisco

---

## **Brazilian Employment Law Update**

5 DEC 2018

San Francisco

---

### **International Employment Conference**

13 NOV 2018  
International Employment Conference  
New York

---

### **International Employment Conference**

8 NOV 2018  
International Employment Conference  
Austin

---

### **International Employment Conference**

6 NOV 2018  
International Employment Conference  
East Palo Alto

---

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

18 OCT 2018  
Webinar

---

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

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

---

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

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

---

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

9 MAY 2018  
Webinar

---

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

14 MAR 2018  
East Palo Alto

---

## NEWS

---

### **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.

---

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

20 MAR 2019

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

---

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

8 JAN 2019

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

---

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

6 DEC 2018

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

---

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

13 NOV 2018

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

---

---

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

17 OCT 2018

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

---

### **Holly Lake has joined DLA Piper's Employment practice in Los Angeles**

17 SEP 2018

DLA Piper announced today that Holly Lake has joined the firm's Employment practice as a partner in Los Angeles.

---

### **DLA Piper advises Nemetschek on acquisition of MCS Solutions**

31 AUG 2018

DLA Piper has advised the software supplier Nemetschek SE on the acquisition of the real estate and facilities technology firm MCS Solutions in Belgium, Sweden, India and the USA. The acquisition sees Nemetschek SE gain access to the rapidly growing market in building management.

---

### **Brooke Kim and Evan Parness named *Law360* Rising Stars**

16 AUG 2018

DLA Piper is pleased to announce that *Law360* has named Brooke Kim and Evan Parness to its 2018 list of Rising Star attorneys.

---

### **DLA Piper wins significant victory for New York University**

31 JUL 2018

DLA Piper won a significant victory for its client, New York University (NYU), in an Employee Retirement Income Security Act (ERISA)- related class action.

---

### **Mary Dollarhide and Ute Krudewagen named *Daily Journal* Top California Labor and Employment Lawyers**

23 JUL 2018

DLA Piper is pleased to announce that the *Daily Journal* has named Mary Dollarhide and Ute Krudewagen to its 2018 list of Top California Labor and Employment Lawyers.

---

### **Ryan Vann joins DLA Piper's Employment practice in Chicago**

10 JUL 2018

DLA Piper announced today that Ryan Vann has joined the firm's Employment practice as a partner in Chicago.

---

### **Cecilia Guzmán-Barrón joins DLA Piper's Labor and Migratory practice in Peru**

3 JUL 2018

DLA Piper announced today that Cecilia Guzmán-Barrón has joined DLA Piper Pizarro Botto Escobar in Peru as a partner and leader of the Labor and Migratory practice.

---

### **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.

---

### **Dean Fealk elected chair of the Northern California District Export Council**

17 MAY 2018

DLA Piper is pleased to announce that Dean Fealk, a partner in the San Francisco office, has been elected chair of the Northern California District Export Council (DEC).

---

### **DLA Piper announces new US Employment practice leadership**

11 MAY 2018

DLA Piper is pleased to announce that New York-based partner Brian Kaplan has been named US chair and global co-chair of the firm's Employment practice.

---

### **DLA Piper announces partnership promotions for 2018**

3 APR 2018

DLA Piper is proud to announce that 62 lawyers have been promoted to its partnership. The promotions are effective as of 1 April 2018 in the United States and 1 May 2018 for EMEA and Asia Pacific. The promotions were made across many of the firm's practice areas in 42 different offices throughout 20 countries.

---

### **DLA Piper wins significant victory for 7-Eleven**

16 MAR 2018

DLA Piper won a significant victory for its client, 7-Eleven, in a putative class action that was filed against 7-Eleven in the United States District Court for the Central District of California.

---



---

## **DLA Piper expands in Dallas with addition of leading employment and litigation lawyers**

1 FEB 2018

DLA Piper announced today that Marc Katz and Isabel Crosby have joined the firm's Dallas office as partners in the Employment practice, and Rob Hoffman has joined as a partner in the Litigation practice.

---

## **Businesses still not fully aware of Data Protection issues**

31 JAN 2018

DLA Piper has released its second Data Privacy Snapshot report, finding that once again, company global privacy programs have gaps in meeting increasingly demanding global privacy principles. Significantly, it appears that many companies are falling short of data protection obligations under the General Data Protection Regulation (GDPR), which will start to apply from 25 May 2018.

---