



**Julia MacGibbon**

**Senior Associate**

Julia.macgibbon@dlapiper.com

Julia has acted on a range of matters, including personal grievances, health and safety, Holidays Act audits, restructuring, redundancies and immigration.

Julia has appeared in the Employment Relations Authority, District Court and High Court.

## CREDENTIALS

---

### Prior Experience

Julia previously worked for a boutique employment firm advising and appearing on behalf of a number of large employer clients.

Prior to her employment career, she conducted a number of regulatory hearings and criminal prosecutions as part of the Auckland Crown Solicitor's office.

### Memberships

- New Zealand Law Society

## INSIGHTS

---

### Publications

**HSWA: New Zealand employer duties during coronavirus shutdown**

27 March 2020

## RELATED SERVICES

- Employment
- Employment Litigation and Dispute Resolution

## RELATED SECTORS

- Insurance
- Consumer Goods, Food and Retail
- Technology
- Media, Sport and Entertainment
- Life Sciences

The escalation of New Zealand's COVID-19 status to Level 4 means that a number of businesses around New Zealand are now requiring employees to work from home. It is important to remember during this time that an employer's health and safety obligations will extend to both the office and home workspace.

---

## **A look back over 2019**

7 NOVEMBER 2019

As we are nearing the busiest time of the year for New Zealand retailers, it is timely to reflect on the changes to New Zealand employment law that will be affecting retailers and their employees, and the challenges ahead.

---

### **Requirements in employment agreements that staff work extra hours, if requested, need urgent review: Employment Court says many will be unenforceable**

5 MAY 2019

Many employment agreements contain clauses saying that staff may be required to work reasonable overtime. Some agreements for salaried staff have clauses providing that the "duties of your position may require you to work additional hours beyond the normal hours of work". A very recent decision of the Employment Court, *Postal Workers Union of Aotearoa v New Zealand Post Limited* [2019] NZEmpC 47, has thrown such arrangements into considerable doubt. The Court said that employees may not be obliged to work the additional hours.

---

### **Big employment law changes arrive**

2 FEB 2019

Many of the amendments to the Employment Relations Act 2000 are familiar to employers as they reverse changes made by the National government over the previous nine years, particularly in the areas of unions and collective bargaining. Other changes include the restriction of 90-day trial periods to businesses with fewer than 20 employees and the reinstating of prescribed meal and rest breaks.

---

## **NEWS**

---

### **DLA Piper appoints new litigation partner, Alicia Murray**

01 AUGUST 2019

DLA Piper New Zealand is pleased to announce the appointment of Alicia Murray to Partner. By any measure, DLA Piper is one of the most 'female friendly' big law firms in New Zealand. With Alicia's promotion, 41% of partners are women.

---