



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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- 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

183 days of war in Ukraine: Tax considerations for refugees and their employers

20 September 2022

A reminder to employers with a dispersed workforce of Ukrainian refugees to take a look at the status of these employees.

Best practice guide – Preparing Pension Schemes for a Bulk Annuity Quotation

8 September 2022

The bulk annuity market continues to grow and its resilience during the pandemic has been remarkable. Everyone in this market is pleased to see increasing volumes, but for this to be sustainable, efficiency will be key. Insurers want to be able to provide schemes with quotes and meet all de-risking needs.

Brazil: Transfer of a going concern – what you need to know

CROSSROADS – ICR INSIGHTS

A transfer of a going concern (TOGC), commonly used in Brazilian asset deals and internal reorganizations such as carveouts, requires thoughtful planning. Learn what important aspects to consider with TOGCs.

By: [Alex Jorge](#) | [Rafaella Chiachio](#)

Canada: Choosing to incorporate your subsidiary in British Columbia

CROSSROADS – ICR INSIGHTS

Looking to incorporate in Canada? British Columbia is consistently at the forefront of user-friendly, modern Canadian corporate law.

By: [Benjamin Bluman](#)

Cayman Islands: Benefitting from its flexibility and tax-neutral status

CROSSROADS – ICR INSIGHTS

Migrating to the Cayman Islands offers benefits such as flexibility and tax neutral status. What to keep in mind?

By: [Sam Francis](#)

Hong Kong: Should you deregister or liquidate that subsidiary?

CROSSROADS – ICR INSIGHTS

Learn the nuances between deregistering an entity and liquidating an entity when it's time to eliminate that subsidiary in Hong Kong.

By: [Heng Loong Cheong](#) | [Tommy Lam](#)

Japan: Navigating foreign direct investment rules when you are contemplating a corporate reorganization

CROSSROADS – ICR INSIGHTS

When in Japan, if you are acquiring equity, changing a shareholder as part of a reorganization or taking certain other corporate actions, you need to beware of the new foreign investment rules.

Switzerland: Employee transfers in an asset deal

CROSSROADS – ICR INSIGHTS

Learn the Swiss law exception to automatic transfers of existing employment relationships in an asset deal.

By: [Dominik Hohler](#)

Switzerland: Grappling with the financial assistance rules

CROSSROADS – ICR INSIGHTS

Upstream or cross-stream financial assistance within a group of companies is a controversial topic in Switzerland. Dominik Hohler, Partner at Walder Wyss Ltd., provides a view of the current legal landscape.

By: [Dominik Hohler](#)

US: Tips on converting a corporate entity

CROSSROADS – ICR INSIGHTS

What to do when one US state won't allow you to readily convert from one entity type to another.

By: [Benjamin Guez](#)

Employment law in 5: 5 developments to read for August in less than 5 minutes

9 August 2022

5 developments to read for August in less than 5 minutes.

Israel Group News July 2022

28 July 2022

ISRAEL GROUP NEWS

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

Be Global: Employment law in 5

7 July 2022

5 developments to read for July in less than 5 minutes

EU Whistleblower Directive: Implementation Tracker - Whistleblowing Laws in Europe: An international guide

Updated: July 2022

Employment law in 5: 5 developments to read for June in less than 5 minutes

28 June 2022

5 developments to read for June in less than 5 minutes

Dobbs v. Jackson Women's Health : Implications for business of a post-Roe landscape

23 June 2022

Dobbs raises a number of important questions for companies and entities.

Employment law in 5: 5 developments to read for June in less than 5 minutes

8 June 2022

5 developments to read for June in less than 5 minutes.

Gender Pay Transparency: An International Survey 2022

30 May 2022

Employers and governments around the world are increasingly focused on workplace pay and, in particular, the gender pay gap. Our 2021 Gender Pay Transparency International Survey highlights recent developments in this area across 35 jurisdictions.

Health and Safety - Still a Key Issue for Employers

24 May 2022

Health and safety dialogue has been largely dominated by COVID-19 and vaccination issues in recent times, to the point that 'traditional' health and safety issues have taken somewhat of a back seat. However, employers still need to ensure their wider health and safety obligations are met. In this update we provide a refresher of some key issues, to help keep them front of mind.

Whistleblowing Compliance Countdown: Are you ready?

20 May 2022

The Protected Disclosures (Protection of Whistleblowers) Act 2022 has received royal assent. The new legislation comes into effect on 1 July 2022 leaving little time for organisations to get their house in order.

Guide to Remote Working in APAC

27 May 2022

With COVID-19 continuing to cause travel disruption in many locations, employers are increasingly having to respond to scenarios where employees are stranded or unwilling to return from overseas as planned and therefore are working overseas for extended periods of time.

Employment law in 5: 5 developments to read for May in less than 5 minutes

5 May 2022

5 developments to read for May in less than 5 minutes.

Major Relaxation of Singapore's COVID-19 Public Health and Workforce Vaccination Measures; Calls for Permanent Flexible Work Arrangements

29 April 2022

Singapore Relaxes COVID-19 Public Health and Workforce Vaccination Measures

On 22 April 2022, the Multi-Ministry Taskforce announced a major relaxation of Singapore's COVID-19 public health measures.

Israel Group News April 2022

28 April 2022

[ISRAEL GROUP NEWS](#)

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

US Citizenship and Immigration Services filing period now open for selected H-1B Visa registrants

20 April 2022

Selected registrants may now file a corresponding H-1B petition between April 1 and June 30, 2022.

Employment law in 5: 5 developments for April to read in less than 5 minutes

4 April 2022

5 developments to read for April in less than 5 minutes.

Changes to Traffic Light settings and vaccine requirements

23 March 2022

New round of Hong Kong's Employment Support Scheme announced

22 March 2022

On 18 March 2022, the Government announced at a press conference that a new round of the Employment Support Scheme (ESS) would be launched in response to the COVID-19 pandemic.

Important Changes to Singapore's Immigration Framework

11 March 2022

In its recent 2022 Budget Statement, the Singapore Ministry of Finance announced that the framework for issuing work passes would be reviewed and updated to strengthen Singapore's workforce, and to ensure that incoming work pass holders meet the quality of Singaporeans in professional, managerial, executive and technical jobs (PMETs).

Employment law in 5: 5 developments for March to read in less than 5 minutes

7 March 2022

5 developments to read for March in less than 5 minutes.

Employment law in 5: 5 developments for February to read in less than 5 minutes

2 February 2022

5 developments to read for February in less than 5 minutes.

Israel Group News January 2022

24 January 2022

ISRAEL GROUP NEWS

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

Asia Pacific Employment Law Forecast 2022

20 January 2021

DLA Piper's APAC Employment Team has prepared their annual employment law forecast featuring a summary of the major legislative changes and key developments in 2021 that impacted the region and which also explores significant trends expected to shape the landscape for employers in 2022.

Global Employment 2021 in Review, 2022 in Preview

12 January 2021

These are challenging times for employers. As the world emerged from lockdowns in 2021, organizations the world over had to decide if and how to return employees back to workplaces safely.

Puerto Rico: new protocol for the management of COVID-19 cases in the workplace

11 January 2022

The protocol clarifies provisions of recent executive orders.

Global Employment Law Quiz 2022

6 January 2022

Test your knowledge of key developments over the last year – and catch up on those you may have missed.

Update to Singapore workforce vaccination measures; Vaccination a condition for work pass / PR applications

31 December 2021

On 26 December 2021, Singapore's Ministry of Health announced changes to the Workforce Vaccination Measures which are due to be implemented from 1 January 2022 onwards.

Global COVID-19 Vaccine Guide for Employers

22 December 2021

Updated on 21 January 2022

As the scientific response to the COVID-19 pandemic develops, many employers are considering what their approach should be to the issues around vaccination for their workforce, with a view to accelerating a return to some kind of normality. This is an area where law, guidance and best practice is likely to develop rapidly and there is no one-size-fits-all solution, particularly for multinational employers. The risks, challenges and benefits will vary depending on the profile of the workforce and nature and location of the business.

In our newly launched global guide we set out some of the key considerations with regard to requiring or encouraging employees to be vaccinated and highlight some of the differences in risk around the world. These are complex and evolving issues and the situation should be kept under review as vaccine programmes become more widely available, economies and borders begin to open up again and more people return to the workplace.

Living with the Traffic Lights

21 December 2021

On 15 December 2021, the New Zealand Government formally released an optional vaccination assessment tool to help employers determine whether their workers need to be vaccinated. The tool is designed to give businesses with assurance and confidence in their vaccination policies.

Employment law in 5: 5 developments for December to read in less than 5 minutes

9 December 2021

5 developments to read for December in less than 5 minutes.

Employment law in 5: 5 developments for November to read in less than 5 minutes

11 November 2021

5 developments to read for November in less than 5 minutes.

COVID-19: A New Framework and Mandates for 1 in 5 Workers

2 November 2021

It has been challenging for employers to keep track of the changes to the New Zealand approach to COVID-19 over recent weeks, and the impact this might have on their organisations.

Singapore Implements New Workforce Vaccination Measures: Unvaccinated employees cannot return to the workplace from 1 January 2022

1 November 2021

On 23 October 2021, the Singapore Multi-Ministry Task Force announced a set of new "Workforce Vaccination Measures" which will take effect from 1 January 2022.

Bonus Schemes and Holiday Pay - Welcome Clarity from Court of Appeal

27 October 2021

The Court of Appeal has just released a long-awaited judgment giving much needed clarity to employers on the issue of whether discretionary payments should be taken into account when calculating holiday pay.

Israel Group News October 2021

25 October 2021

[ISRAEL GROUP NEWS](#)

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

COVID-19 vaccine policies for New Zealand employers

8 October 2021

Thailand Ministerial Regulation in relation to Fixing Rates of Social Security Fund Contributions

7 October 2021

On 27 September 2021, the Minister of Labour has just issued the Ministerial Regulation in relation to Fixing Rates of Social Security Fund Contributions B.E. 2564 (2021) which shall be enforced in Thailand as of 1 September 2021 onwards.

Managing Business Related and Personal Data

27 September 2021

With the introduction of the new Data Security Law and the Personal Information Protection Law (to come into effect on 1 November 2021), companies doing business in China may face more intense scrutiny on how business related and personal data are handled when conducting internal investigations in China.

Thailand announces 3 months extension of social security contributions reduction

13 September 2021

Referring to the announcement of the Social Security Office in relation to the reduction of mandatory social security contributions effective from 1 June 2021 – 31 August 2021, on 8 September 2021, the Social Security Office has extended the reduction of mandatory social security contributions for another 3 months from 1 September – 30 November 2021.

New workplace sexual harassment laws passed – (some) Respect@Work recommendations become law

8 September 2021

After months of anticipation, the Australian Federal Government's Sex Discrimination and Fair Work (Respect at Work) Amendment Act 2021 has now passed both houses of Parliament. The amendment contains important reforms to address workplace sexual harassment.

Alert Level 4, Round 2: The COVID-19 Wage Subsidy in 2021

20 August 2021

Israel Group News August 2021

16 August 2021

[ISRAEL GROUP NEWS](#)

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

Anti-slavery and human rights obligations on corporations: impact on supply chains

5 August 2021

The past few years have seen rapid development in legislation targeting modern slavery and forced labor in various developed economies. This trend will only accelerate as multinationals increasingly focus on their sustainability and ESG goals.

Further assistance from the Social Security Office as Thailand heads to further lockdown

22 July 2021

Previously, the Social Security Office (SSO) announced the reduction of social security contributions for a period of three (3) months from 1 June 2021 – 31 August 2021 due to the third wave of COVID-19 cases in Thailand.

On 13 July 2021, the Cabinet approved additional relief measures to assist workers and entrepreneurs who are affected by the COVID-19 pandemic in 10 red-zone provinces, including Bangkok. On 20 July 2021, following the tightening of lockdown restrictions in Thailand, the Cabinet approved the expansion of relief measures from 10 red-zone provinces to 13 red-zone provinces (now including Chachoengsao, Chonburi and Ayutthaya).

Singapore Employment Update: Return to Phase 2 (Heightened Alert) and Tax Implications for Overseas Employees Working Remotely from Singapore

22 July 2021

On 20 July 2021, the Multi-Ministry Taskforce announced that Singapore will return to Phase 2 (Heightened Alert) effective from 22 July 2021 until 18 August 2021.

EU Whistleblower Directive: Key provisions, SOX comparison and Actions for business

June 2022

Recent scandals such as the Luxembourg Leaks financial scandal and the Panama Papers have highlighted the important role that whistleblowers can play in exposing breaches of EU law.

Be Aware UK: Update on legislative reforms impacting employers

25 May 2021

Employers may remember that back in the pre-COVID-19 world of July 2019, a series of consultation papers was published in quick succession in the final days of Theresa May's office as Prime Minister. These consultation papers sought views on a wide and varied range of proposals with a potentially significant impact on employers.

Reduction of Social Security contributions following third wave of COVID-19 in Thailand

25 May 2021

Following the resurgence of COVID-19 cases in March 2021, the Social Security Office announced the reduction of mandatory social security contributions to be made to the Social Security Fund (SSF) to help ease the financial burden of employers and employees.

Fair Pay Agreements - here they come!

24 May 2021

Israel Group News May 2021

1 May 2021

ISRAEL GROUP NEWS

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

Employment Law Health Check 2021 - Asia

29 April 2021

Earlier this year, at a time of unprecedented challenges for business, we offered employers the opportunity to complete our Employment Law Health Check surveys covering China, Hong Kong, Singapore and Thailand.

Hong Kong Judgment affirms importance of properly documenting repatriation terms

26 April 2021

In the recent Hong Kong case of *Zhang Qiang v Cisco Systems (HK) Ltd* (HCA 1497/2010) [2021] HKCFI 694, the Court of First Instance upheld the binding nature of a repatriation agreement which meant a particularly uncooperative employee was not entitled to receive significant sums in connection with his repatriation back to Hong Kong.

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.

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](#).

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.

Asia Pacific Employment Law Forecast 2021

16 February 2021

DLA Piper's APAC Employment Team has prepared their annual employment law forecast featuring a summary of the major legislative changes and key developments in 2020 that impacted the region and which also explores significant trends expected to shape the landscape for employers in 2021.

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.

Transfer of Labour Tribunal proceedings rejected - A shift in Labour Tribunal dynamics?

9 February 2021

The Labour Tribunal is designed to be an informal and inexpensive means of resolving employment disputes. However, the recent judgment in *Kouk Chung Fai v EBP Global Ltd* [2020] HKCFI 370 has put this into question and suggests the Labour Tribunal may now be applying greater scrutiny to applications for a transfer.

Travel Guidance during CNY 2021

5 February 2021

The holiday season in China or traveling period lasts 40 days in 2021, starting from January 28 and ending on March 8. Due to the COVID-19 resurgence in some parts of the country, Chinese governments are encouraging people to stay put during this year's

approaching holiday season.

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.

Protecting Your Company's Competitive and Technological Advantage through Enforcing Restrictive Covenants Against Former Employees in China: Update on Recent Cases and Legislative Developments

26 January 2021

In this article, we discuss whether and how companies may enforce restrictive covenants and protect their confidential information and trade secrets by looking at some recent cases and legislative developments.

Israel Group News January 2021

19 January 2021

ISRAEL GROUP NEWS

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

EOC Issues Practical Guidance on How to Prevent Discrimination against Breastfeeding Women in the Workplace

18 January 2021

In June 2020, the Discrimination Legislation (Miscellaneous Amendments) Ordinance 2020 was passed which made a number of changes to Hong Kong's anti-discrimination laws. We have set out below a summary of the key recommendations for employers.

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.

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.

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.

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.

Global Guide to Remote Working

30 October 2020

While the mass global migration to home working started as a necessary temporary lockdown measure, as the pandemic continues to prevent a return to "normal" and businesses see the benefits, home working is fast becoming a permanent reality for millions of employees around the world.

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.

Hong Kong Employment Law Update

16 October 2020

In this article, our Hong Kong Employment team provides an update on the Government's efforts to enforce clawback and penalties in respect of the first tranche of the Employment Support Scheme and statutory maternity leave increasing to 14 weeks from 11 December 2020.

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.

Israel Group News October 2020

7 October 2020

[ISRAEL GROUP NEWS](#)

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

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.

Law à la Mode: Falling foul of China's trademark system; Retailers need to prepare for the new EU Data Protection Regulation; and New developments in the framework of the copyright protection of handbags

2 FEB 2015

[LAW À LA MODE](#)

A quarterly e-magazine from our Fashion, Retail and Design Group with the latest industry news, comment and legal updates. This edition has been edited by our Italian colleagues.

Law à la Mode - Edition 14

24 OCT 2014

[LAW À LA MODE](#)

A quarterly e-magazine from our Fashion, Retail & Design Group with the latest industry news, comment and legal updates, with a particular focus on technology in this edition.

Law à la Mode

13 MAY 2014

[LAW À LA MODE](#)

A quarterly e-magazine from our Fashion, Retail & Design Group with the latest industry news, comment and legal updates, with a particular focus on technology in this edition.

Law à la Mode Edition 12 - Winter 2013/14

13 JAN 2014

[LAW À LA MODE](#)

The Middle East editorial team is delighted to bring you the Winter edition of Law à la Mode, the quarterly legal magazine from our global Fashion, Retail, and design group.

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

Previous

Employment law trends in the Media, Sport and Entertainment sector

May 26, 2022 | 12:00 - 1:00 pm EST

Webinar

European Dinner

10 May 2022
Webinar

Whistleblowing laws of Europe

14 March 2022
Webinar

APAC Employment Webinar

24 February 2022
Webinar

Crisis in Ukraine – a virtual roundtable discussion

17 February 2022
Webinar

Blowing the whistle: How has it changed, and why is it more important than ever?

15 February 2022
Webinar

Looking ahead: global changes and employment challenges

8 February 2022 | 3:00 - 5:00 pm
Webinar

Global Employment Webinar: 2021 Review and 2022 Preview

18 January 2022 | 8 AM - 9:30 AM PST | 11 AM - 12:30 PM EST | 12 AM - 1:30 AM HKT
Webinar

Talk Less, Listen More: The Importance Of Effective Whistleblowing Systems

17 Nov 2021
Webinar

The Impact of the EU Whistleblowing Protection Directive on Global Employers

17 November 2021
Webinar

How to handle long term sickness absence in the Netherlands, a high risk area for employers

16 November 2021

Webinar

Working with "Endemic" - Employment and Investigations Issues in the Future Workplace

27 Oct 2021

Webinar

The essential legal update for consumer goods businesses

29 September 2021

Webinar

Embracing Digital Evolution

15 September 2021

Webinar

APAC Employment Webinar

9 September 2021

Webinar

Global Employment Webinar on Return to Work Strategies, Vaccines and Testing

25 May 2021

Webinar

Returning to work: US employment webinar

12 May 2021

Webinar

APAC Employment Year in Review Webinar

3 February 2021

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

NEWS

Two DLA Piper partners named as Most Influential Lawyers (New Zealand)

15 July 2022
DLA Piper partners, Laura Scampion and Emma Moran, have been named in NZ Lawyer's Most Influential Lawyers list, celebrating New Zealand's trailblazers within the legal industry.

DLA Piper strengthens employment team with new partner appointment

12 July 2022
Global law firm DLA Piper is pleased to announce the promotion of employment lawyer, Carl Blake to partner. Carl joined DLA Piper in 2021 as special counsel in its growing employment team.

DLA Piper appoints strategic leadership roles in Asia Employment practice

30 May 2022

DLA Piper today announces important changes in its Asia employment practice. Helen Colquhoun has been appointed as Head of Employment for Asia, while Johnny Choi, Head of Employment for China, will lead the firm's Greater Bay Area employment initiative, expanding his existing China role.

DLA Piper advises Hinduja Global Solutions on USD1.2 billion sale of its healthcare business

11 August 2021

DLA Piper is advising Hinduja Global Solutions Limited (HGS) on the sale of its healthcare solutions business to Baring Private Equity Asia, in a transaction valued at USD1.2 billion subject to closing adjustments.

Recognition in China Business Law Awards 2021

19 May 2021

DLA Piper has been recognised by China Business Law Journal in the annual China Business Law Awards 2021 in nine categories, including best international law firm.

In New Zealand

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

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

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

MANAGING EMPLOYEES IN THE WORKPLACE

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

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

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

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

EXECUTIVE ADVICE

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

CAPABILITIES

- Disciplinary and performance management processes
- Coaching out and agreed exits
- Unjustified dismissal claims
- Urgent investigations, obtaining High Court orders including freezing orders
- Holidays Act issues, holiday pay; bereavement leave; sick leave; parental leave
- Representation before Employment Relations Authority, the Employment Court and employment related tribunals
- Bonus and incentive systems
- KiwiSaver and superannuation
- Personal grievances
- Collective and individual employment agreements (including fixed term and part-time arrangements)
- Workplace training and policy development
- Restraint of trade
- Outsourcing; offshoring; shared services arrangements
- Employee compensation, benefits and remuneration
- Employee share schemes
- Legislative changes
- Parliamentary Select Committee representation

EXPERIENCE

Sport New Zealand

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

Alcatel Lucent New Zealand Limited

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

Federated Farmers

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

New Zealand Veterinary Association (Inc)

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

Nuplex Specialities Limited

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

Foodstuffs North Island Limited

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

executives exit processes.

Antons Seafoods Limited

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

DSM Nutritional Products AG

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

BDO

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

Newell Rubbermaid Inc.

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

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