



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
- Acted for a global IT company providing legal project management and full cover HR advice in an outsourcing project which affected

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- International Corporate Reorganizations

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

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

November 2021

Be Global: November Employment Law 2021 Update

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

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

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.

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

Global COVID-19 Vaccine Guide for Employers

24 May 2021

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.

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.

Gender pay: Why it is a business critical issue for employers

28 April 2021

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.

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

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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.

China lifts further travel restrictions for certain foreigners

28 September 2020

Effective from 28 September 2020, China will allow foreign nationals holding three categories of valid Chinese residence permits (work, personal matters, and reunion) to enter China with no need for applying for new visas. This is a further lifting of travel restrictions for foreigners who have the need to return to China.

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.

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?

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.

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.

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

Israel Group News July 2020

8 July 2020

ISRAEL GROUP NEWS

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

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.

Business protection: An Interactive guide

18 June 2020

Global companies are at risk of their data and confidential information being leaked to competitors, especially when key employees leave. Protecting the integrity of new formulations and trade secrets is crucial, particularly for life sciences companies, to holding a competitive advantage and building success.

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.

Singapore: Advisory on retrenchment benefits payable to retrenched employees as a result of business difficulties due to COVID-19

27 May 2020

The tripartite partners (i.e. the Ministry of Manpower, the Singapore National Employers Federation and the National Trades Union

Congress) have, on 20 May 2020, issued a new advisory on the retrenchment benefits which will be payable to retrenched employees as a result of business difficulties due to Covid-19 (Retrenchment Benefit Advisory).

Singapore: Further financial measures introduced amidst the COVID-19 pandemic

27 May 2020

The Singapore Government announced a Fortitude Budget on 26 May 2020 to help workers and businesses tide through the current COVID-19 pandemic. The Fortitude Budget is the fourth Budget introduced in the course of this year and amounts to approximately USD33 billion building upon the measures announced in the earlier budgets.

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.

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.

Australia's JobKeeper stimulus package: what you need to know

14 April 2020

Australia's 'JobKeeper' stimulus package is now law – it is designed to assist Australian businesses that have experienced a substantial decline in turnover due to the COVID-19 pandemic, in particular, by subsidising wages of their employees.

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.

COVID-19: The EU Temporary State Aid Framework - Focus on Greece

10 April 2020

Since the COVID-19 outbreak affected Greece, the Greek Government has announced a number of measures to support businesses and employees in need. Kindly read in this insight the legal bases for state aid measures during the COVID-19 crisis and the measures announced so far by the Greek Government.

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."

Australian Federal Government short-term amendments Fair Work Act 2009

9 April 2020

On 8 April 2020 the Federal Government passed short-term amendments to the Fair Work Act 2009 (Cth) to give effect to the JobKeeper wage subsidy scheme announced on 30 March 2020 and provide employers who have qualified for this scheme with greater flexibility in dealing with issues arising in relation to the Coronavirus COVID-19 pandemic.

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 and a FIFO Workforce in Australia - A Further Update

27 March 2020

As the Australian Government and State and Territory Governments continue to implement further restrictions to respond to the threat of COVID-19, the Western Australian resources sector continues to focus on continuing operations while managing risks.

In Western Australia, the Minister for Emergency Services, pursuant to the *Emergency Management Act 2005* (WA), declared a state of emergency with effect from 12 am on 16 March 2020. This allows for certain powers to be exercised including directions to be issued by the Commissioner for Police as the State Emergency Coordinator. Various directions have been issued to date, including directions issued on 24 March 2020 providing for restrictions on interstate travel.

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.

HSWA: New Zealand employer duties during coronavirus shutdown

27 March 2020

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.

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.

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: 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 “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.

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.

Asia Pacific Employment Law Forecast 2020

23 January 2020

Teams of lawyers across 10 jurisdictions including Australia, China, Hong Kong, India, Indonesia, Japan, Malaysia, New Zealand, Philippines, Singapore, South Korea, Taiwan and Thailand have put together this year's 2020 employment law forecast.

Hong Kong, Macau and Taiwan Residents to join Mainland Social Insurance

20 December 2019

Learn about the Interim Measures for Hong Kong, Macau and Taiwan Residents published by the Chinese government.

Pensions Round-Up November 2019

20 December 2019

[PENSIONS ROUND-UP UK SERIES](#)

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

Be Global – 2019 in review – 2020 preview

11 December 2019

[BE GLOBAL](#)

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

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

5 December 2019

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

Pensions Round-Up October 2019

29 November 2019

PENSIONS ROUND-UP UK SERIES

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

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 à 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

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

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

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

Regional downsizings and redundancies in the time of coronavirus

3 July 2020 | 12:30 PM - 2:00 PM (HKT)
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

US: Coronavirus and International Employment Law - Future planning and preparation

18 May 2020

Returning to the workplace after the COVID-19 pandemic

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

Poland: Coronavirus and International Employment Law - Future planning and preparation

14 May 2020

Ireland: Coronavirus and International Employment Law - Future planning and preparation

14 May 2020

Belgium: Coronavirus and International Employment Law - Future planning and preparation

13 May 2020

Nordics: Coronavirus and International Employment Law - Future planning and preparation

13 May 2020

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

Spain: Coronavirus and International Employment Law - Future planning and preparation

12 May 2020

Singapore: Coronavirus and International Employment Law - Future planning and preparation

12 May 2020

Netherlands: Coronavirus and International Employment Law - Future planning and preparation

11 May 2020

Romania: Coronavirus and International Employment Law - Future planning and preparation

11 May 2020

UK: Coronavirus and International Employment Law - Future planning and preparation

7 May 2020

China: Coronavirus and International Employment Law - Future planning and preparation

7 May 2020

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

6 May 2020
Webinar

Hong Kong: Coronavirus and International Employment Law - Future planning and preparation

6 May 2020

Italy: Coronavirus and International Employment Law - Future planning and preparation

5 May 2020

France: Coronavirus and International Employment Law - Future planning and preparation

5 May 2020

UAE and Saudi Arabia: Coronavirus and International Employment Law - Future planning and preparation

5 May 2020

Germany: Coronavirus and International Employment Law - Future planning and preparation

4 May 2020

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

Share plan design – a whole new world

3 March 2020
Webinar

Domestic violence in the workplace - Employer obligations: A practical guide

27 February 2020
Auckland

Global Employment Webinar: 2019 in Review and 2020 in Preview

30 January 2020
Webinar

UAE and Saudi Arabia: Employment law training

28 November 2019
International employment law training
London

NEWS

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.

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.

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.

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.