



## 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 Reorganization

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

## ACTUALITÉS

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### Publications

#### Be Aware - November 2021

26 November 2021

#### [BE AWARE BELGIUM SERIES](#)

Although Belgian legislation does not expressly provide for employment protection for employees who are unfit for work (for long periods), in the event of dismissal during sick leave, the risk of it being considered a discriminatory dismissal based on the employee's health status is something to take into account.

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

November 2021

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#### Be Global: November Employment Law 2021 Update

11 November 2021

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

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#### Be Aware - October 2021

27 October 2021

#### [BE AWARE BELGIUM SERIES](#)

Must the break granted to a worker during his or her work schedule be considered "working time" or "a rest period" within the meaning of Directive 2003/88?

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#### Israel Group News October 2021

25 October 2021

#### [ISRAEL GROUP NEWS](#)

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

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#### 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.

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## **Whistleblowing Laws in Europe: An international guide**

September 2021

On September 25, 2019, the EU formally adopted the new EU Whistleblower Protection Directive (the Directive) designed to enhance protection for whistleblowers within the EU. The Directive is designed to provide common minimum standards across the Union and requires Member States to transpose it into national law by October 2021.

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## **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.

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## **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.

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## **Israel Group News August 2021**

16 August 2021

### **ISRAEL GROUP NEWS**

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

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## **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.

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## **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).

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### **Norway - Whistleblowing Laws in Europe: An international guide**

June 2021

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### **Supplementary – Australia – Whistleblowing Laws in Europe: An international guide**

June 2021

This article will focus primarily on whistleblowing protections in the private sector, but it also provides an overview on the systems in place in the public sector below.

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### **Sweden - Whistleblowing Laws in Europe: An international guide**

June 2021

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### **Russia - Whistleblowing Laws in Europe: An international guide**

June 2021

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### **Supplementary – United States – Whistleblowing Laws in Europe: An international guide**

June 2021

There are many US federal statutes that prohibit employers in the private sector from retaliating against whistleblowers, many of which are sector or industry specific.

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### **Belgium - Whistleblowing Laws in Europe: An international guide**

June 2021

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### **Czech Republic - Whistleblowing Laws in Europe: An international guide**

June 2021

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### **Denmark - Whistleblowing Laws in Europe: An international guide**

July 2021

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**Finland - Whistleblowing Laws in Europe: An international guide**

June 2021

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**France - Whistleblowing Laws in Europe: An international guide**

June 2021

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**Germany - Whistleblowing Laws in Europe: An international guide**

June 2021

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**Ireland - Whistleblowing Laws in Europe: An international guide**

June 2021

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**Italy - Whistleblowing Laws in Europe: An international guide**

June 2021

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**Luxembourg - Whistleblowing Laws in Europe: An international guide**

June 2021

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**Netherlands - Whistleblowing Laws in Europe: An international guide**

June 2021

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**Poland - Whistleblowing Laws in Europe: An international guide**

June 2021

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**Portugal - Whistleblowing Laws in Europe: An international guide**

June 2021

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**Slovak Republic - Whistleblowing Laws in Europe: An international guide**

June 2021

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## Spain - Whistleblowing Laws in Europe: An international guide

June 2021

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## UK - Whistleblowing Laws in Europe: An international guide

June 2021

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## Ukraine - Whistleblowing Laws in Europe: An international guide

June 2021

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## Be Aware - May 2021

26 May 2021

### BE AWARE BELGIUM SERIES

A few days before International Women's Day, the European Commission adapted a proposal for a directive to strengthen the application of the principle of equal pay for equal work or work of equal value between men and women through pay transparency and enforcement mechanisms.

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## 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.

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## Can employers grant employees a one-off results-based bonus to incentivize them to get the COVID-19 vaccine?

25 May 2021

### REWARDS INSIGHTS

The Belgian Federal Public Service Employment, Labour and Social Dialogue (FPS) is of the opinion that it would, in principle, not be possible to grant a one-off results-based bonus to incentivize employees to get the COVID-19 vaccine.

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## 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.

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## 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.

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## Is tax advice a taxable benefit in kind?

20 May 2021

### REWARDS INSIGHTS

In international employment relations, it is common practice that the employer and the employee agree that a tax advisor chosen and paid for by the employer prepares the tax return of the employee. This suits both the employee and the employer.

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## Israel Group News May 2021

1 May 2021

### ISRAEL GROUP NEWS

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

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## 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.

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## Be Aware April 2021

26 April 2021

### BE AWARE BELGIUM SERIES

Now that many have become accustomed to working from home full-time as a result of the COVID-19 crisis, the question as to whether an employee can work from home abroad for an extended period sometimes arises.

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## 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.

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## 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.

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### **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.

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### **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.

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### **COVID-19 Federal Benefit Access Tool**

26 February 2021

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

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### **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.

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### **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?

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### **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.

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## 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.

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## 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.

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## 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.

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## Israel Group News January 2021

19 January 2021

### ISRAEL GROUP NEWS

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

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## 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.

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## 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.

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## Recording Working Hours: requirements across the European Union

21 December 2020

The Working Time Directive 2003 contains no time recording or record keeping obligations per se, but requires Member States to take measures necessary to ensure that workers are entitled to their Directive rights to rest breaks, rest periods, annual leave and limits on working hours.

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## **Pensions Round-Up November 2020**

18 December 2020

### **PENSIONS ROUND-UP UK SERIES**

In this edition of Pensions Round-Up we look at developments including the Pensions Regulator's latest compliance and enforcement bulletin and a High Court judgment about GMP equalisation and past transfers out.

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## **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.

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## **'All in' remuneration packages are not allowed**

7 December 2020

### **REWARDS INSIGHTS**

Contractual documents between employees and employers sometimes contain "all in" remuneration packages. The Employment Appeal Tribunal decided, in its judgement of 9 October 2018 (published this year), that "all in" remuneration packages are not allowed under Belgian law. Find out in this publication what this judgement exactly means.

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## **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.

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## **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.

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## **Premiums granted for an anniversary can be an income tax-exempt benefit**

4 December 2020

## REWARDS INSIGHTS

The Belgian tax ruling authority indicated that the one-off premium, that an employer grants its employees in the framework of an annual personnel party to celebrate the anniversary of the company and to increase social cohesion, can be qualified as a social benefit exempt from income tax. Read in this insight the details about this ruling.

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### Mobility budget and working at home: Unexpected good friends?

2 December 2020

## REWARDS INSIGHTS

The Act of 17 March 2019 concerning the introduction of a mobility budget allows workers to make their mobility more environmentally friendly under a beneficial tax and social security regime. Read in this publication how the legislation on the mobility budget should be applied in the current conditions where employees work at home.

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### New COVID-19 employment-related regulations in Romania: what changes?

10 November 2020

In the context of the fast increase of COVID-19 confirmed cases, as of 9 November 2020 and until 8 December 2020, Romania enforces new restrictive measures and regulations, prompting employers to adapt their activity to these new realities.

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### Be Aware UK: Coronavirus: JSS guidance (finally) published

3 November 2020

On Saturday 31 October 2020, the Prime Minister announced that the UK will enter into a second national lockdown with effect from Thursday 5 November 2020.

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### 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.

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### Be Aware UK: UK government releases immigration Statement of Changes

28 October 2020

With only a matter of weeks to go until the Brexit transition period comes to an end, the UK government has now released its Statement of Changes to the UK Immigration Rules. The update formalises the previous government proposals set out in its July 2020 policy paper.

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### 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.

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## **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.

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## **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.

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## **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.

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## **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.

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## **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.

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## **Israel Group News October 2020**

7 October 2020

### [ISRAEL GROUP NEWS](#)

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

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## **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.

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### **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.

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### **Post-pandemic pensions problems**

16 September 2020

Initial lockdown may now be drawing to a close, but in the pandemic climate, it appears that cash is king for the sponsoring employers of pension schemes. Many scheme employers are emerging from the quarantine period with an eye to the economy and are seeking to preserve cash given the various trading and liquidity pressures currently facing them.

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### **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?

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### **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.

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### **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.

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### **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

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## **EU-US Privacy Shield is no more. What now for employers After Schrems II?**

27 July 2020

The Court of Justice of the European Union (CJEU) has given its preliminary ruling in Schrems II - Data Protection Commissioner v Facebook Ireland Limited and Maximillian Schrems (Case C-311/18) in which it strikes down the EU-US Privacy Shield as a mechanism for transferring employees' personal data to the US.

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## **Israel Group News July 2020**

8 July 2020

### **ISRAEL GROUP NEWS**

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## **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.

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## **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.

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## **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.

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## **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.

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## **COVID 19 | Legal Task Force Spain: Updated publications**

25 May 2020

The coronavirus COVID-19 crisis has no similar precedent in recent times in Europe. The Spanish authorities are doing their best to approve new laws and regulations addressing the challenges created by the crisis. This summary shall not as legal advice, but only as an informative document. Stay attentive to new updates.

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### **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.

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### **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.

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### **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.

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### **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.

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### **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.

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## 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.

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## 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.

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## 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.

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## 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.

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## 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.

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## 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.

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## 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.

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## 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."

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## 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.

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## 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.

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## 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.

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## Israel Group News May 2020

4 May 2020

### [ISRAEL GROUP NEWS](#)

Providing access to valuable business resources in real time.

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## 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.

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## **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.

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## **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.

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## **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.

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## **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.

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## **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.

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## **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.

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## **Be Aware UK: Government publishes detailed guidance on Coronavirus Job Retention Scheme and details of the Self-employment Income Support Scheme and announces relaxation of holiday carry-over rules**

27 April 2020

On 26 March the Government published more detailed guidance on the Coronavirus Job Retention Scheme (CJRS) originally announced on 20 March. The CJRS is designed to support employers whose operations have been severely affected by coronavirus (COVID-19). Under the CJRS, UK employers with a PAYE payroll scheme as at 28 February 2020 will be able to 'furlough' employees (ie place them on leave of absence) and claim from HMRC a grant of 80% of their monthly wage cost, up to a maximum of £2,500, plus the associated employer National Insurance Contributions and minimum automatic enrolment employer pension contributions. The guidance states that the CJRS will cover employees who have been on the payroll since 28 February 2020 on any type of contract, including full-time and part-time employees, employees on agency contracts and employees on flexible or zero-hour contracts. The scheme will cover employees who have been made redundant since 28 February, provided they are re-hired and then furloughed.

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## **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.

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## **Be Aware UK: Coronavirus Job Retention Scheme: Treasury announces extension to end of June**

24 April 2020

The Coronavirus Job Retention Scheme (CJRS) was originally planned to apply for a 3 month period from 1 March 2020 to 31 May 2020. Following the extension of the lockdown period on 16 April, the Treasury announced today (17 April) that the CJRS would be extended until the end of June 2020.

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## **Be Aware UK: HMRC updates guidance on Coronavirus Job Retention Scheme again**

24 April 2020

In a flurry of end-of-week activity, not only has the Chancellor announced an extension to the Coronavirus Job Retention Scheme from 31 May 2020 until at least 30 June 2020, HMRC has revised its existing guidance and also published new documents, at the same time confirming that the online employer portal will be open on Monday 20 April 2020.

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## **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.

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## **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.

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### **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.

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### **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.

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### **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.

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### **Be Aware UK: Coronavirus (COVID-19): Government measures to protect jobs and incomes**

20 April 2020

On 20 March 2020, the Chancellor of the Exchequer announced details of a package of measure to protect jobs and incomes against the negative economic impacts of the Coronavirus pandemic.

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### **Be Aware UK: Regular update on COVID-19 developments for employers**

20 April 2020

This page will be regularly updated with the latest developments impacting on UK employers seeking to manage the impact of the Coronavirus crisis on their workforce.

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### **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.

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## 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.

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## 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.

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## 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.

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## 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.

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## 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.

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## 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?

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## 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.

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## **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.

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## **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.

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## **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."

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## **Be Aware UK: Further update to HMRC Guidance on Coronavirus Job Retention Scheme**

9 April 2020

HMRC have issued a further update to their Guidance on the Coronavirus Job Retention Scheme (JRS). Despite the updated guidance being issued the evening before the Good Friday bank holiday, it still does not address the issue of holiday entitlement during furlough or pay for any such holiday. We anticipate further guidance on this topic next week.

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## **Family First Coronavirus Response Act: US Department of Labor regulations provide additional guidance for employers**

9 April 2020

Key developments.

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## **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.

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## **Be Aware UK: Job Retention Scheme: Update on employers' access to funds**

8 April 2020

In a session of the Treasury Select Committee today (8 April 2020), HMRC has provided the following information which will be useful to employers who have furloughed, or are about to furlough, employees under the Government's Job Retention Scheme (JRS).

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## **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.

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### **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.

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### **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.

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### **Trustees and Sponsoring Employers of Pension Schemes - Key issues arising from COVID-19**

8 April 2020

The COVID-19 outbreak is affecting workforces all across the UK and the world. The spread of the virus has had a substantial impact on financial markets and the productivity of companies and workforces. As a result, trustees and sponsoring employers of occupational pension schemes should consider the potential key issues.

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### **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.

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### **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.

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### **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.

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## **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.

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## **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.

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

March/April 2020

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

COVID-19 special edition

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## **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.

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## **Be Aware UK: Supreme Court upholds appeal in claim against Morrisons: employer not vicariously liable for employee’s data breach**

1 April 2020

Today the Supreme Court allowed an appeal in *Morrisons v Various Claimants*, a significant judgment addressing the extent of an employer’s liability for data breaches maliciously committed by an employee.

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## **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.

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## **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.

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### 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.

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### 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.

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### 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.

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### 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.

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### 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.

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### 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.

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## Mesures d'urgence coronavirus COVID-19 au Maroc: indemnités de la Caisse Nationale de la Sécurité Sociale

27 mars 2020

Afin d'essayer de réduire l'impact de l'épidémie du coronavirus COVID-19 sur les revenus des ménages et la trésorerie des entreprises, le Comité de Veille Economique (CVE) avait décidé en date du 19 mars 2020 de prendre une série de mesures dont la première vise à préserver le pouvoir d'achat du personnel des entreprises en difficultés.

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## 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.

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## 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.

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## 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).

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## 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.

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## Be Aware UK: Government suspends gender pay gap reporting requirement for this reporting year

25 March 2020

Due to the Coronavirus outbreak, the Government Equalities Office (GEO) and the Equality and Human Rights Commission (EHRC) announced yesterday, 24th March, that they have taken the decision to suspend enforcement of the gender pay gap deadlines for this reporting year (2019/20).

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## 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.

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## 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.

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## 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.

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## 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.

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## 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.

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## 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.

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## 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.

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### **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.

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### **Quelques réponses simples et concrètes aux employeurs sur la gestion de la crise du Covid-19**

23 March 2020

En pleine crise liée au Covid-19, Philippe Danesi et Anne Cardon répondent à quelques problématiques rencontrées par leurs clients, dans l'attente de la publication des décrets annoncés.

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### **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.

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### **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.

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

19 March 2020

Key highlights for March 19, 2020.

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### **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.

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### **Canada announces relief for workers due to COVID-19**

18 MAR 2020

#### **CANADIAN EMPLOYMENT LAW UPDATES - COVID-19**

Canadian Government Federal Aid Package COVID19

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### **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.

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### **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.

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### **Be Aware UK: New employment details to be given to April 2020 new starters**

17 March 2020

When the Government published proposals in its December 2018 Good Work Plan to extend the employment information which must be provided to employees, the implementation date felt like a long time off. However, it is suddenly looming close and employers must ensure they are prepared and able to provide the information to any new recruits who start work on or after 6 April 2020.

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### **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.

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### **US employee benefits and the coronavirus**

17 March 2020

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

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### **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.

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### **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.

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### **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.

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### **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.

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### **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.

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### **Be Aware UK: IR35 implementation review confirms April 2020 start date**

27 February 2020

With weeks to go until the new IR35 rules come into force, the government has released the findings of its off-payroll implementation review, confirming that the off-payroll rules for the private sector will go ahead as planned on 6 April 2020.

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### **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.

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## **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?

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## **Be Aware UK: Government publishes new immigration regime proposals**

19 February 2020

On Wednesday 19 February 2020, the UK government published a policy paper setting out its plan for the new UK immigration system for skilled migration.

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## **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.

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## **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).

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## **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.

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## **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.

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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.

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### **Coronavirus: key employment legal issues for US employers (United States)**

10 February 2020

Considerations and action steps for prudent employers.

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### **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.

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### **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.

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### **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.

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### **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.

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### **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.

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### **Be Aware UK: The final countdown: Navigating the EU Settlement Scheme**

21 January 2020

On 9 January, the Withdrawal Agreement finally passed through Parliament, without much fanfare, by 330 votes to 231 and now Brexit has been fixed for 31 January 2020. The enactment of the Withdrawal Agreement provides a fixed timeline for EU nationals and their family members to apply for the right to remain in the UK under the EU Settlement Scheme (EUSS).

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### **Travailleurs étrangers au Maroc : un nouveau modèle de contrat de travail**

3 January 2020

L'arrêté du 19 avril 2019 fixant le nouveau modèle du contrat de travail réservé aux étrangers permet aux salariés étrangers d'être traités de la même manière que les salariés marocains.

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### **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.

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### **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.

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### **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.

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### **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.

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**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.

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**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.

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**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.

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**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.

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**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.

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**Growing whistleblower activity calls for close employer attention to retaliation issues**

7 MAY 2013

Careful consideration must precede adverse action against purported whistleblowers

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## 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.

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## Evènements

### Récemment

#### The Impact of the EU Whistleblowing Protection Directive on Global Employers

17 November 2021

Webinar

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

16 November 2021

Webinar

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#### The essential legal update for consumer goods businesses

29 September 2021

Webinar

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#### Embracing Digital Evolution

15 September 2021

Webinar

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

25 May 2021

Webinar

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#### Returning to work: US employment webinar

12 May 2021

Webinar

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## **The Brexit Deal - what does it mean for climate change and energy?**

26 January 2021  
Webinar

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## **Challenging choices for businesses: Restructure, downsize or liquidate**

14 October 2020  
Webinar

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## **Essential Legal Update 2020**

12 October 2020 - 15 October 2020  
Webinar

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## **US: Employment law training**

7 October 2020  
International employment law training

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## **Spain: Employment law training**

6 October 2020  
International employment law training

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## **UAE and Saudi Arabia: Employment law training**

1 October 2020  
International employment law training

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## **Romania: Employment law training**

30 September 2020  
International employment law training

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## **Poland: Employment law training**

29 September 2020  
International employment law training

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## **Poland: Employment law training**

29 September 2020  
International employment law training

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### **Netherlands: Employment law training**

28 September 2020  
International employment law training

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### **Belgium: Employment law training**

24 September 2020  
International employment law training

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24 September 2020  
International employment law training

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### **Nordics: Employment law training**

22 September 2020  
International employment law training

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### **Doing Business Globally: Spotlight Hong Kong**

22 September 2020  
Webinar

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### **South Africa: Employment law training**

21 September 2020  
International employment law training

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### **APAC: Employment law training**

17 September 2020  
International employment law training

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### **Italy: Employment law training**

16 September 2020  
International employment law training

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**Ireland: Employment law training**

15 September 2020  
International employment law training

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**Germany: Employment law training**

14 September 2020  
International employment law training

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**UK: Employment law training**

9 September 2020  
International employment law training

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**France: Employment law training**

8 September 2020  
International employment law training

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**International Employment Law Return to Work Program**

16 June 2020  
Webinar

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**Beyond the curve: Returning to work in Qatar**

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

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

18 May 2020

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**Returning to the workplace after the COVID-19 pandemic**

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

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

14 May 2020

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

14 May 2020

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

13 May 2020

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

13 May 2020

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**Update on the Paycheck Protection Program: A webinar**

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

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**Global return-to-work issues for employers**

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

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**Managing employee mental health in the Irish workplace**

13 May 2020  
Webinar

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

12 May 2020

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

12 May 2020

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

11 May 2020

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

11 May 2020

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

7 May 2020

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

7 May 2020

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

6 May 2020

Webinar

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

6 May 2020

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

5 May 2020

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

5 May 2020

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

5 May 2020

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

4 May 2020

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**Navigating COVID-19: Latest guidance for US employers**



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

Webinar

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

6 April 2020

Webinar

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**COVID-19: Important Issues for Israeli Companies to Consider**

6 April 2020

Webinar

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**Coronavirus Webinar: managing and implementing global cost-saving measures across the workforce**

2 April 2020

Webinar

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**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

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**Navigating the CARES Act for nonprofit organizations: webinar**

1 April 2020 | 3:00 – 4:00 EST

Webinar

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**Coronavirus: Controlling your UK employee incentive plan costs. What are your options?**

1 April 2020

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**Coronavirus and the new normal for US employers**

19 March 2020

Webinar

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**Coronavirus COVID-19 and its effects on supply chain contracts**

19 March 2020

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## **Coronavirus COVID-19: Webinar on the global employment law issues**

11 March 2020

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## **Share plan design – a whole new world**

3 March 2020

Webinar

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## **Global Employment Webinar: 2019 in Review and 2020 in Preview**

30 January 2020

Webinar

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## **UAE and Saudi Arabia: Employment law training**

28 November 2019

International employment law training

London

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## **NEWS**

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### **DLA Piper highly commended at UK Social Mobility Awards 2021**

19 October 2021

DLA Piper has been highly commended in the Community Programme of the Year category at the UK Social Mobility Awards 2021 (SOMOs) at a live virtual event on the 14th October.

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### **DLA Piper advises EQT Ventures on Series A financing round in food biotech start-up Formo**

12 October 2021

DLA Piper hat EQT Ventures bei ihrem Investment in das Berliner Food Biotech-Startup Formo im Rahmen einer Series A-Finanzierungsrunde im Umfang von 50 Mio. USD beraten. Zu den weiteren Geldgebern neben EQT Ventures gehören u.a. Elevat3 Capital, Lowercarbon Capital und Lionheart Ventures.

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### **DLA Piper conseille le groupe Sodexo dans le cadre de son entrée en négociations exclusives en vue de combiner ses services a la petite enfance avec ceux du groupe grandir**

Le 10 août 2021

DLA Piper a conseillé le groupe Sodexo, leader mondial des services de Qualité de Vie dans son entrée en négociations exclusives avec le groupe de crèches et écoles maternelles Grandir en vue de combiner leurs activités de crèches.

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**DLA Piper advises BASF on the acquisition of 49,5% stake in offshore wind farm Hollandse Kust Zuid from Vattenfall**

24 June 2021

DLA Piper has advised BASF on the acquisition of 49,5% percent of Vattenfall's offshore wind farm Hollandse Kust Zuid in The Netherlands. The purchase price amounts to EUR0,3 billion and takes into account the achieved status of the project.

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**DLA Piper advises Heidelberger Druckmaschinen on the relocation of its UK customer headquarters**

16 June 2021

DLA Piper has advised Heidelberger Druckmaschinen AG ("Heidelberg") on the relocation of its customer headquarters in the UK.

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**DLA Piper advises Otto Group on the sale of Hansecontrol to Qima**

15 February 2021

DLA Piper has advised Otto Group in relation to the agreement to sell its Quality Assurance and Product Safety service provider, the Hansecontrol Group headquartered in Hamburg, to Qima, a leading global provider of supply-chain compliance solutions, headquartered in Hong Kong.

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**DLA Piper advised Box Inc who will acquire SignRequest**

10 February 2021

We are delighted to have advised Box Inc, who entered into a definitive agreement to acquire SignRequest, a cloud-based electronic signature company.

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**DLA Piper advises Wipro Limited on the acquisition of METRO-NOM GmbH and METRO Systems Romania**

4 January 2020

DLA Piper has advised Wipro Limited, a leading global information technology, consulting, and business process services company, on the acquisition of METRO AG's IT units – METRO-NOM GmbH in Germany and METRO Systems Romania S.R.L.

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**DLA Piper advises Nemetschek on acquisition of DEXMA by subsidiary Spacewell**

18 December 2020

DLA Piper has advised the Nemetschek group, one of the world's leading software providers for the Architecture, Engineering, Construction and Owner-operated (AECO) industry, on the acquisition of 100% of the shares in DEXMA by its subsidiary Spacewell.

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## **DLA Piper advises Stillfront Group on the acquisition of gaming company Sandbox Interactive**

18 December 2020

DLA Piper has advised Stillfront Group AB, a leading free-to-play gaming studios company, on the acquisition of Sandbox Interactive GmbH, a rapidly growing and highly profitable gaming company based in Berlin and developer and publisher of the popular cross-platform free-to-play sandbox MMORPG Albion Online. The sellers are the four co-founders of Sandbox.

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## **DLA Piper advises EQT Ventures on a seed round in tech start-up Wonder**

15 December 2020

DLA Piper has advised EQT Ventures on its investment in Berlin-based tech start-up Wonder in a 9 million Euro seed round. In addition to EQT Ventures, other backers include Blueyard.

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## **DLA Piper Prague welcomes Ondřej Chlada as new head of the employment practice**

7 December 2020

DLA Piper has appointed senior associate Ondřej Chlada, who will lead the employment practice in the Prague office. Ondřej received the Labour Lawyer of the Year award in 2018 from Finance Monthly Global Awards and he is recognised as one of the best lawyers in labour law in the Czech Republic in the Best Lawyer ranking.

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## **DLA Piper advises GM Cruise on acquisition of Astyx**

8 July 2020

DLA Piper has advised GM Cruise Holdings LLC (GM Cruise) in connection with the acquisition of Astyx GmbH (Astyx) from Zukunft Ventures GmbH, a subsidiary of ZF Friedrichshafen AG, and the founders of Astyx.

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## **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.

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## **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.

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## **DLA Piper advises Heidelberger Druckmaschinen on package of measures to increase profitability**

20 March 2020

DLA Piper has advised Heidelberger Druckmaschinen AG on the comprehensive package of measures to increase its profitability which has been announced by the company. The aim is to reduce structural costs at short notice and to sustainably improve the company's profitability. This will significantly improve Heidelberg's financial stability.

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## **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.

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## **DLA Piper announces management changes in Spain**

25 February 2020

DLA Piper has appointed Jesús Zapata as its new Country Managing Partner in Spain, with effect from 1 May 2020. Jesús succeeds Pilar Menor who, after completing eight years as managing partner, will become International Group Head of the Employment practice group.

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## **DLA Piper advises Guala Closures Group on the acquisition of the assets of Germany's Closurelogic**

6 January 2020

DLA Piper has advised the Guala Closures Group, one of the world leaders in the production of security closures for spirits and aluminium closures for wines, as well as one of the major world producer and distributor of aluminium closures for the beverage industry, on the acquisition of the activities of Closurelogic GmbH, the German producer specialised in the aluminium closures.

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