



## 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

### KEY CONTACTS

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- International Corporate Reorganizations

more than 400 employees in 15 countries and included collective consultation in several countries

- Acted for a global healthcare company in a cross border investigation and litigation involving the misuse of highly confidential information and a staff poaching in multiple jurisdictions
- Advised a global music company with the restructuring of its global workforce providing project support across 20-30 jurisdictions

## INSIGHTS

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### Publications

#### **The Governor of Puerto Rico signed into law new labor reform legislation – but its implementation is unclear**

29 June 2022

Act No. 41 will come into effect on July 20, 2022.

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

28 June 2022

5 developments to read for June in less than 5 minutes

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#### **Chicago employers face new and updated sexual harassment policy and training requirements**

27 June 2022

Employers with operations in Chicago are encouraged to review their employment policies and training ahead of time to ensure compliance.

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

23 June 2022

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

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#### **US Supreme Court: Federal Arbitration Act preempts California's Iskanian rule prohibiting individual arbitration of PAGA claims**

21 June 2022

The decision underscores the critical importance of severability clauses in preserving a party's right to compel arbitration.

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#### **Mexican labor law amendments impose restrictions on personnel subcontracting**

14 June 2022

### **PANORAMA**

In essence, the changes effectively prohibit employers in Mexico from subcontracting their personnel.

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## **Second Circuit roadmaps standing under the ADA**

14 June 2022

The decision is a reminder that plaintiffs seeking relief for an alleged ADA violation must establish the elements of standing at the pleading stage or risk dismissal of the claim.

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

8 June 2022

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

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## **Gender Pay Transparency: An International Survey 2022**

30 May 2022

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

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

June 2022

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## **California Supreme Court holds that failure to pay meal and rest period premium wages can support derivative claims**

26 May 2022

Key details and implications for employers.

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## **Puerto Rico updates guidance for the management of COVID-19 cases**

19 May 2022

The new guidance is applicable to all employers in the public and private sectors.

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## **New York City delays effective date of pay transparency law**

13 May 2022

The effective date of the pay transparency law has been delayed until November 1, 2022, giving employers more time to plan to get into compliance.

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

5 May 2022

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

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## **Brazil and Colombia: Labor law and the remote workforce – the basics**

3 May 2022

[PANORAMA](#)

Aspects to consider in the context of Brazilian and Colombian labor law regarding remote work and the expansion of outsourcing.

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

29 April 2022

Singapore Relaxes COVID-19 Public Health and Workforce Vaccination Measures

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

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## **Israel Group News April 2022**

28 April 2022

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## **Cal/OSHA's third readoption brings further changes to its COVID-19 Emergency Temporary Standard**

26 April 2022

These changes hint at the beginning of the end for the government's pandemic oversight.

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

20 April 2022

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

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## **California court strikes down board diversity law as unconstitutional**

12 April 2022

Key details of the ruling.

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

4 April 2022

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

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## **Important Changes to Singapore's Immigration Framework**

11 March 2022

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

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

7 March 2022

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

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### **Congress passes law banning mandatory arbitration of sexual assault and sexual harassment claims**

17 February 2022

The Act is expected to be signed by President Joe Biden in the near future and will take effect immediately.

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### **Mexican labor law amendments impose restrictions on personnel subcontracting**

14 February 2022

The changes effectively prohibit employers in Mexico from subcontracting their personnel.

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### **New COVID-19 supplemental paid sick leave signed into California law**

11 February 2022

The new requirement will take effect on February 19, 2022 and applies retroactively to January 1, 2022.

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

2 February 2022

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

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### **Supreme Court remands excessive fee case to Seventh Circuit to determine pleading standard**

1 February 2022

The *Hughes* case is indicative of many decisions rendered in the lower courts in recent years where courts facing the same or similar excessive fee allegations have reached opposite conclusions.

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### **California revives COVID-19 supplemental paid sick leave requirements**

31 January 2022

Answers to some common questions about this anticipated requirement.

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### **New York substantially expands employee whistleblower protection**

28 January 2022

Key details and implications for New York employers.

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## Israel Group News January 2022

24 January 2022

### ISRAEL GROUP NEWS

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

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## New year, new challenges – Top 10 trends for US employers

19 January 2022

Preparing for the scale and pace of change across an array of fronts.

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## US Supreme Court stays OSHA vaccine-or-test rule, halting enforcement

14 January 2022

Employers with 100 or more employees covered by the COVID-19 Vaccination and Testing Emergency Temporary Standard are no longer required to comply with its terms.

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## Global Employment 2021 in Review, 2022 in Preview

12 January 2021

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

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## Employers: 2022 deadlines approach to furnish incentive stock option and employee stock purchase plan information statements and returns

11 January 2022

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

11 January 2022

The protocol clarifies provisions of recent executive orders.

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## Global Employment Law Quiz 2022

6 January 2022

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

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

31 December 2021

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

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### **Stay of OSHA vaccine-or-test rule dissolved; enforcement to begin on January 10**

20 December 2021

Background and key developments.

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### **NYC issues private employer vaccination mandate, effective December 27**

16 December 2021

The mandate applies to all private employer workplaces in New York City with more than one worker if not subject to another government mandate.

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

9 December 2021

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

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### **IRS increases 2022 flexible spending and transportation benefit plan limits: two short charts**

16 November 2021

Action items for employers

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### **New York enacts requirements for monitoring employee phone, e-mail and Internet usage**

12 November 2021

Employers who are found to violate this law will be subject to civil penalties.

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### **2022 retirement and benefit plan limits explained in 5 short charts**

11 November 2021

Many of the limits will increase in 2022.

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

11 November 2021

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

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### **Increased contractor discretion in COVID-19 Executive Order 14042**

8 November 2021

Details of updated guidance and its implications for employers.

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### **OSHA's vaccine-or-test emergency rule approved**

5 November 2021

Key provisions of the emergency temporary standard and actions for covered employers to consider.

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### **Israel Group News October 2021**

25 October 2021

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### **Governor Greg Abbott and the Texas Legislature take steps to limit employer vaccine mandates**

20 October 2021

Recent developments and implications.

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### **The HERO Act: important updates for New York employers**

6 October 2021

Key details.

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### **Trial court rejects claim that 7-Eleven misclassified franchisees as independent contractors**

21 September 2021

#### **FRANCAST**

Findings may help guide other franchisors attempting to rebut future misclassification claims by their franchisees.

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### **President Biden announces new vaccination requirements – what private employers and federal contractors need to know**

14 September 2021

Employers already struggling with a puzzling array of compliance challenges aimed at combating COVID-19 now face additional vaccination and testing requirements.

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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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## **Top 10 trends for US employers – Mid-year update**

24 August 2021

We recap key developments over the last six months and look at the potential changes ahead related to the top 2021 trends we identified at the start of the year.

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## **Israel Group News August 2021**

16 August 2021

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## **New workplace protections for medical cannabis patients in Puerto Rico**

12 August 2021

The new law creates a new protected category under Puerto Rico antidiscrimination laws.

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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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## **SCOTUS upholds the ACA: Next steps for employers**

8 July 2021

All ACA provisions regarding the employer mandate for large employers continue in effect; in addition, ACA patient protection provisions have been expanded by the Consolidated Appropriations Act, 2021.

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### **IRS extends remote electronic notarization relief for retirement plan elections through June 30, 2022**

7 July 2021

The notice extends relief from the "physical presence" requirement for certain participant elections required to be witnessed by a notary public or plan representative.

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### **New York State lifts COVID-19 requirements for office-based workplaces**

25 June 2021

Governor Andrew Cuomo announced that COVID-19 restrictions in New York State could be lifted across various industries, including businesses that operate in office spaces.

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### **Key amendments to California's COVID-19 workplace standards imposed on employers**

21 June 2021

Governor Newsom's Executive Order means the updated standards immediately entered into effect.

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### **EEOC updates guidance regarding employer COVID-19 vaccination policies; still more to come**

15 June 2021

The updated guidance addresses mandatory vaccination policies, vaccination incentive programs and confidentiality requirements.

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

June 2022

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

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

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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### **Enforcing a disputed electronic signature – recent case highlights importance of authentication, audit trails, and record management**

4 June 2021

The decision reaffirms a long line of cases enforcing electronic signatures where a secure, reliable system, in compliance with the requirements of UETA and the federal ESIGN Act, is used.

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

4 June 2021

### **ESIGNATURE AND EPAYMENT NEWS AND TRENDS**

A Texas Supreme Court decision reaffirms a long line of cases enforcing electronic signatures where a secure, reliable system, in compliance with UETA and the federal ESIGN Act, is used.

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## **Guidance on COBRA subsidies under the American Rescue Plan Act**

1 June 2021

Key aspects of the guidance.

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## **California employers confront varying health and safety guidance even as restrictions ease**

27 May 2021

COVID-19 restrictions may be lifted as soon as June 15, 2021.

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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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## **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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## **New York employers set to reopen must comply with expansive new worker safety standards**

20 May 2021

Key details and guidance.

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## **New minimum wage requirements for federal contractors: Key takeaways**

4 May 2021

The EO requires that all employees working "on or in connection with" a federal government contract be paid a minimum of \$15 per

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hour.

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## Israel Group News May 2021

1 May 2021

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## Returning to Work: Key Issues for US Employers

27 April 2021

Key issues include what a full return to the workplace will look like, who will return and how, what structural measures will protect the health and safety of employees, and more.

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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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## eSignature and ePayment News and Trends

2 April 2021

### ESIGNATURE AND EPAYMENT NEWS AND TRENDS

Continuing the digital transformation into 2021.

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## Criminal conviction records and diversity and pay reporting: What Illinois employers need to know about Senate Bill 1480

1 April 2021

Employers are encouraged to review their background check policies, practices and forms and to prepare for greater transparency of diversity and pay equity data.

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## Top employee benefits issues to watch

31 March 2021

The top 10 issues likely to impact plan sponsors in 2021 and beyond.

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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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### **Benefit plan provisions in the American Rescue Plan**

16 March 2021

The practical impact on employers and participants.

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

26 February 2021

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

How legislatures and regulators endorse the movement towards digital transformation.

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### **Employers in Puerto Rico must comply with new breastfeeding room requirements**

25 February 2021

Requiring employers to provide a private, safe and hygienic space.

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### **Puerto Rico: Employers must establish workplace harassment protocols – guidelines are available**

23 February 2021

Employers in Puerto Rico have until August 2, 2021 to adopt protocols on workplace harassment.

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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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## Year in review and 2021 preview – Top 10 trends for US employers

2 February 2021

We identify the top 10 trends impacting US businesses as we close out 2020 and enter 2021.

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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

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## Employers: 2021 deadlines approach to furnish incentive stock option and employee stock purchase plan information statements and returns

13 January 2021

Corporations must furnish these statements on Forms 3921 and 3922 no later than February 1, 2021.

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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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## Global Employment Law Quiz 2021

5 January 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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## FFCRA paid leave requirements set to expire – but employer payroll tax credit extended

29 December 2020

Prudent employers will stay mindful of how the Family First Coronavirus Response Act's impending expiration interacts with their existing policies.

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## COVID-19 Phase 4 limited legislative relief, tax extenders, and what else to expect in the near term

28 December 2020

The 2020 year-end "omnibus" package contains a number of tax provisions designed to help employers deal with the impact of the

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pandemic on their business operations, including their workforce, largely consisting of enhancements and adjustments to CARES Act provisions.

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### **The EEOC breaks its silence on the COVID-19 vaccine**

22 December 2020

Some of the most important questions answered by the EEOC's guidance.

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### **The new economic aid to hard-hit small businesses, nonprofits, and venues...what is in it for businesses?**

22 December 2020

From US\$284 billion in PPP loans to tax deductions and tax credits for sick leave; stimulus funds will help make the winter not so chilly for many businesses.

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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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### **New regional stay-at-home orders in California**

9 December 2020

Employers are strongly encouraged to evaluate their compliance with current orders as of December 9, 2020, and prepare for additional restrictions.

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



3 December 2020

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

CFPB finalizes debt collection rules, addressing use of electronic communications; court finds no private right of action under ESIGN; plus latest legal, regulatory and case law developments.

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### **California adopts emergency COVID-19 standards**

1 December 2020

The emergency standards affect most companies with California-based employees.

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### **CARES Act update: US Treasury Department issues guidance allowing buyers to claim employee retention tax credits if target company had a PPP loan**

18 November 2020

The guidance removes some of the potential loss of the ERC in merger transactions involving entities that received PPP loans.

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

2 November 2020

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

Electronic signature hygiene – does your electronic signature process allow you to enforce a disputed signature? Plus latest legal, regulatory and case law developments.

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### **Lexology Getting The Deal Through - Market Intelligence**

30 October 2020

DLA Piper's Employment team, in partnership with Lexology, launched guides that discuss the current employment landscape for New York and California.

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### **IRS announces 2021 dollar limit increases on benefits and contributions in qualified retirement plans**

28 October 2020

Action items for employers.

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### **Americas Arbitration Roundup**

26 October 2020

In this first edition of *Americas Arbitration Roundup*, our thought leaders across the region provide updates on recent key developments in international arbitration in the Americas.

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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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### **Expanded NYC Earned Safe and Sick Leave Law imposes additional obligations on employers**

8 October 2020

New York City's amended Earned Safe and Sick Leave mirrors new, more generous statewide requirements.

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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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### **California legislation and recent stockholder derivative suits push for more board diversity**

7 October 2020

California's latest diversity law follows a new wave of shareholder derivative actions attacking the lack of racial diversity in corporate

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leadership.

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## Israel Group News October 2020

7 October 2020

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## New Executive Order "Combating Race and Sex Stereotyping" – what federal contractors need to know

7 October 2020

The EO prohibits federal contractors, subcontractors and certain grant recipients from using "any workplace training that inculcates in its employees any form of race or sex stereotyping or any form of race or sex scapegoating."

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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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## SEC votes 3-2 to amend whistleblower rules

1 October 2020

The amended rules include an updated definition of "whistleblower" and a requirement that submissions must be provided in writing.

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## Department of Labor revises FFCRA regulations to address New York court's challenge

30 September 2020

The revised DOL rule resolves many of the outstanding questions raised by last month's FFCRA decision.

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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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## Changes to California's AB 5 independent contractor law create new opportunities and risks

16 September 2020

These changes create additional opportunities for individuals, especially those involved in translation/interpretation and the music industry, to remain independent contractors.

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## **Recognizing (and combatting) unemployment insurance fraud amid COVID-19**

16 September 2020

States must be prepared to face new challenges associated with the COVID-19 pandemic, such as increased fraudulent activity amid new and emerging fraud schemes.

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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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## **Department of Labor Opinion Letter spells death knell for driver reimbursement claims under the FLSA**

9 September 2020

The Opinion Letter provides substantial latitude to employers when reimbursing employees who use their personal vehicles in connection with their jobs.

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## **Casual Conversations in Quarantine**

8 September 2020

Stacy Osmond joined Benny Mathew of Orion3 Chicago to tackle some of the questions people have regarding what returning to work and the future of work will look like.

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## **Puerto Rico expands maternity leave for adopting mothers**

1 September 2020

The legislation applies to all women working in the private and public sectors in Puerto Rico.

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## **Puerto Rico enacts act prohibiting workplace harassment**

28 August 2020

The law creates a new course of action for employees and imposes additional responsibilities on employers. It is effective immediately.

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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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## **Puerto Rico tightens restrictions and sanctions for businesses to control continued spread of COVID-19**

26 August 2020

The Executive Order aims to significantly tighten restrictions to control the continued spread of COVID-19.

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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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## **The US-Mexico-Canada Agreement: A summary of changes in Mexico's laws**

6 August 2020

Mexico makes sweeping changes to an array of laws.

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## **NLRB overturns restrictions on employee discipline for profane or abusive outbursts**

31 July 2020

Another reflection of a labor law landscape undergoing dramatic change.

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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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## **Valuing franchise companies for the purpose of sale in times of uncertainty: Use of earn-out provisions**

29 July 2020

### **FRANCAST**

To consummate a sale of a company in the COVID-19 era requires creative thinking, and one approach worth considering in this context is the earn-out.

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## **Minors in pro esports bring 3 critical legal considerations**

28 July 2020

What legal issues arise when the stars are children?

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## Returning to work: OSHA issues guidance

21 July 2020

The latest guidance includes FAQ responses which clarify OSHA's position on a number of important COVID-19 issues.

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## Puerto Rico extends period for individuals to receive qualified retirement and individual retirement plan distributions for disaster relief

9 July 2020

Key information and updates.

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## Israel Group News July 2020

8 July 2020

### ISRAEL GROUP NEWS

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

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## California mandates female board directors for publicly held companies

1 OCT 2018

California becomes the first state in the US to mandate gender diversity in the corporate boardroom, but the law may face legal challenges.

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## Suffering the ABCs of independent contractors

11 MAY 2018

The court adopted the "ABC" test to determine where a worker fits under "the exceptionally broad suffer or permit to work" standard.

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## Avoid misclassification quagmires by understanding differences between contractors and employees

23 APR 2018

Classification missteps can translate to significant legal and economic risk for businesses, and workers who are not properly classified also face negative consequences.

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## Top franchise cases of 2016

30 MAR 2017

Joint employer and employee misclassification claims remained hot in franchising throughout 2016.

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## Top franchise decisions: two standouts from 2015

29 MAR 2016

What is a joint employer? Two significant cases.

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## **Top franchise matters of 2014**

24 MAR 2015

Summarizing three of the year's most significant matters

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## **NLRB starts holidays early, demands employers gift their email systems to employees and unions**

15 DEC 2014

A decision greatly expanding the rights of employees in the use of employer-provided communications

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## **United States Supreme Court reaffirms use of class action waivers in arbitration agreements: next step – employment contracts**

18 DEC 2015

The most recent in a line of Supreme Court decisions affirming the validity of class action waivers in arbitration agreements

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## **Employers beware: New York City's new "ban-the-box" law takes effect this October**

16 SEP 2015

The FCA joins the existing body of New York law regulating and restricting the use of criminal background checks.

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## **Guidance clarifies NYC employers' obligations under credit check law**

11 SEP 2015

The guidance, already in effect, provides important insight for employers on how the new law will be enforced

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## **New York City employers now restricted from using employee or applicant credit history in making employment decisions**

7 MAY 2015

The law makes it an unlawful discriminatory practice for an employer to use or request an employee's or applicant's consumer credit history

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## **New Jersey high court decision will reshape employer liability in sexual harassment cases**

13 FEB 2015

A significant sexual harassment decision that offers something positive for both employers and employees

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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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## Dodd-Frank affects private companies too: practice points to note

3 DEC 2013

For private companies reviewing their governance structures in a post Dodd-Frank world, a capsule of the Act's relevant provisions

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## Law à la Mode

14 OCT 2013

### [LAW À LA MODE](#)

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

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## Law á la Mode



31 JUL 2013

## LAW À LA MODE

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

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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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## Events

### Previous

#### Employment law trends in the Media, Sport and Entertainment sector

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

Webinar

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#### European Dinner

10 May 2022

Webinar

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#### The Department of Labors New Regulations Bring Back a Strict and Confusing Regulatory Regime

22 Mar 2022

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## **LatAm employment challenges in 2022**

March 22, 2022 | 10:00 - 11:00 am ET  
Webinar

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## **Whistleblowing laws of Europe**

14 March 2022  
Webinar

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## **Crisis in Ukraine – a virtual roundtable discussion**

17 February 2022  
Webinar

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## **Looking ahead: global changes and employment challenges**

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

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## **Global Employment Webinar: 2021 Review and 2022 Preview**

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

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## **Diversity and inclusion in the legal workplace: A discussion with Kenji Yoshino**

7 December 2021 | 4:00 - 5:15 EST  
Webinar

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## **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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## **OSHA's new vaccination and testing ETS: Key requirements and action steps for employers**

12 November 2021 | 12:00 - 1:00 EST

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Webinar

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### **Hybrid and remote work in LatAm jurisdictions: Addressing the challenges**

28 October 2021 | 1:00 - 2:00 EST

Webinar

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### **Annual California employment law briefing**

27 October 2021

Annual California employment law briefing

Webinar

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### **Annual California employment law briefing**

20 October 2021

Annual California employment law briefing

Webinar

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### **US employment law update**

12 October 2021 | 1:00 – 2:00 ET

Webinar

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### **Annual California employment law briefing**

6 October 2021

Annual California employment law briefing

Webinar

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### **Embracing Digital Evolution**

15 September 2021

Webinar

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### **Employment issues facing executives arising out of government investigations**

13 September 2021 | 12:00 - 1:45 ET

Webinar

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### **Tips for California employers: Three court decisions and what they mean for your wage statement compliance**

11 August 2021 | 12:00 - 1:00 PT

Webinar

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**Returning to HQ: Data and Best Practices Addressing the Disproportionate Impact on People of Color, Women and Other Groups**

26 July 2021 | 1:00 - 2:00 ET  
Webinar

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

25 May 2021  
Webinar

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**The impact of COVID-19 on employment litigation**

20 May 2021 | 12:00 - 1:00 ET  
The impact of COVID-19 on employment litigation  
Webinar

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**The impact of COVID-19 on employment litigation**

18 May 2021 | 12:00 - 1:00 ET  
The impact of COVID-19 on employment litigation  
Webinar

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**Returning to work: US employment webinar**

12 May 2021  
Webinar

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**New horizons and opportunities: Strategic workforce and employment considerations**

21 April 2021 | 12:00 – 1:00 p.m. ET  
Webinar

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**Policing meal periods: The impact of *Donohue v. AMN Services* on California law and other high-risk wage and hour developments**

23 March 2021 | 12:00 - 1:00 PT  
Webinar

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**The changing business and legal landscape: Key considerations for companies in 2021**

5 March 2021 | 1:00 – 2:30 ET

Webinar

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### **Building a vaccination plan: Key considerations for businesses**

18 February 2021 | 9:00 - 10:00 PT

Webinar

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### **Employment in the consumer goods, food and retail sectors in 2021 – what to expect**

16 February 2021

Webinar

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### **US employment webinar: 2020 review and 2021 preview**

2 February 2021 | 9:00 - 10:00 PT

Webinar

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### **Global Employment Thought Leadership Series**

9 December 2020 | 9:00 - 10:15 PST

Global Employment Thought Leadership Series

Webinar

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### **Global Employment Thought Leadership Series**

2 December 2020 | 9:00 - 10:15 PST

Global Employment Thought Leadership Series

Webinar

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### **Global Employment Thought Leadership Series**

18 November 2020 | 9:00 - 10:15 PST

Global Employment Thought Leadership Series

Webinar

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### **Planning for an Uncertain World**

16 November 2020

TechLaw Event Series

Webinar

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### **Crisis management for businesses 2.0: The impact of COVID-19 6+ months in**

19 October 2020 | 12:00 - 1:00 CT  
Webinar

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

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

24 September 2020  
International employment law training

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### **Doing Business in Europe**

24 September 2020  
Webinar

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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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### **Beyond the pandemic: Managing the new global office footprint**

27 August 2020 | 12:00 - 1:00 ET  
Webinar

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### **TechLaw**

31 July 2020  
TechLaw Event Series  
Webinar

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## **NEWS**

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### **Kim Askew named a 2022 Women in Business award winner by the *Dallas Business Journal***

5 July 2022

DLA Piper is pleased to announce that Kim J. Askew, a partner in the firm's Employment practice, was named to the *Dallas Business Journals* 2022 Women in Business list honoring the region's "most influential business women who go above and beyond in their business and in the community."

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### **DLA Piper partner Holly R. Lake named to the *Daily Journals* 2022 Top Labor and Employment Lawyers list**

29 June 2022



DLA Piper is pleased to announce that Holly R. Lake, a partner in the firm's Employment practice, was named to the *Daily Journals* 2022 Top Labor and Employment Lawyers list honoring the top attorneys across the state of California who have made significant contributions in labor and employment law. This marks her second consecutive year on the prestigious list.

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### **DLA Piper lawyers and practices ranked in latest edition of *The Legal 500***

15 June 2022

DLA Piper announced today that the firm received 52 firm rankings and 273 lawyers were featured in *The Legal 500 United States 2022* guide.

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### **DLA Piper advises Fyllo on the acquisition of Semasio**

19 April 2022

DLA Piper has advised Fyllo, a compliance-first platform providing data-driven marketing and regulatory solutions for high-growth industries, on the signing of a Stock Purchase Agreement with Semasio, a pioneer in unified targeting for digital marketing.

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### **Keith Ranta joins DLA Piper's Employee Benefits and Executive Compensation practice in Washington, DC and Boston**

7 March 2022

DLA Piper announced today that Keith Ranta has joined the firm's Employee Benefits and Executive Compensation practice as a partner based in the Washington, DC and Boston offices.

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### **Stephen Taeusch joins DLA Piper's Employment practice in Northern California**

1 March 2022

DLA Piper announced today that Stephen Taeusch has joined the firm's Employment practice as a partner in Northern California, based in the San Francisco office.

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### **Steve L. Hernández named to *Los Angeles Business Journal's* Leaders of Influence: Minority Attorneys list**

1 February 2022

DLA Piper is pleased to announce that Steve L. Hernández, a member of the firm's Employment practice, has been named to the *Los Angeles Business Journal's* Leaders of Influence: Minority Attorneys list recognizing lawyers who have been "particularly impactful on the legal scene while serving as trusted advisors in the LA region."

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### **Kim Askew named to *Dallas Business Journal's* Texas 100 list of influential business leaders**

20 January 2022

DLA Piper is pleased to announce that Kim Askew, a partner in the firm's Employment practice, was named to the *Dallas Business Journal's* Texas 100 list of influential business leaders who are "moving the needle in North Texas and around the state," as well as its list of 25 most influential leaders in Dallas.

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## **Campos Mello Advogados announces four new partners**

8 December 2021

DLA Piper announced today the addition of four new partners at Campos Mello Advogados (CMA), which has a cooperation agreement with DLA Piper.

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## **Campos Mello Advogados ranked in *Chambers Brazil* guides**

29 October 2021

DLA Piper today announced that Campos Mello Advogados (CMA), which has a cooperation agreement with DLA Piper, received multiple accolades in the *Chambers Brazil: Industries, Sectors and Regions*, *Chambers Brazil: Contentious* and *Chambers Brazil: Transactional 2021* guides.

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## **DLA Piper lawyers, practices and sectors ranked in latest edition of *The Legal 500 Latin America***

25 October 2021

DLA Piper today announced that the firm received 46 individual lawyer rankings and 68 firm rankings in *The Legal 500 Latin America 2022* guide.

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## **Daniel Fazio joins DLA Piper's Employment practice in Chicago**

21 September 2021

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

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## **DLA Piper advises Whitehelm on sale to Patrizia**

16 September 2021

Global law firm DLA Piper has advised Whitehelm Capital (Whitehelm) on its sale to PATRIZIA AG, a leading partner for global real assets. The initial purchase price of EUR67 million will be paid in a combination of cash and PATRIZIA shares.

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## **DLA Piper lawyers and practices ranked in *Chambers Latin America 2022***

30 August 2021

DLA Piper today announced that the firm received 38 individual lawyer rankings and 15 firm rankings in the *Chambers Latin America 2022* guide.

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

11 August 2021

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

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## **Sarah Tauman joins DLA Piper's Employment practice in Northern California**

12 July 2021

DLA Piper announced today that Sarah Tauman has joined the firm's Employment practice as a partner in San Francisco.

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## **DLA Piper partner Holly R. Lake named to the *Daily Journal's* 2021 Top Labor and Employment Lawyers list**

30 June 2021

DLA Piper is pleased to announce that Holly R. Lake was named to the *Daily Journals* 2021 Top Labor and Employment Lawyers list.

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## **DLA Piper lawyers and practices ranked in latest edition of *The Legal 500***

17 June 2021

DLA Piper announced today that the firm received 42 individual lawyer rankings and 49 firm rankings in *The Legal 500 United States* 2021 guide.

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## **DLA Piper lawyers and practices ranked in latest Chambers edition**

1 June 2021

DLA Piper today announced that the firm received 216 lawyer rankings and 94 firm rankings in *Chambers USA's* 2021 guide.

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## **Michelle Lara joins DLA Piper's Employment practice in San Diego**

19 April 2021

DLA Piper announced today that Michelle Lara has joined the firm's Employment practice as a partner in San Diego.

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## **Richard Rahm joins DLA Piper's Employment practice in Northern California**

25 January 2021

DLA Piper announced today that Richard Rahm has joined the firm's Employment practice as a partner in Northern California, based in the San Francisco office.

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## **Two DLA Piper lawyers listed in *D Magazine's* 2021 Best Lawyers Under 40 list**

13 January 2021

Crystal Woods, a partner in DLA Piper's Employment practice, and James C. Bookhout, an associate in the firm's Litigation and Regulatory practice, were recently named to *D Magazine's* 2021 Best Lawyers Under 40 list, which recognizes outstanding young lawyers in Dallas.

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## **Kyndra Casper and Holly R. Lake named to *Los Angeles Business Journals* Thriving in Their 40s list**

22 December 2020

DLA Piper is pleased to announce that Kyndra Casper, a partner in the firm's Real Estate practice, and Holly R. Lake, a partner in the

Employment practice, have been named to the *Los Angeles Business Journals* 2020 Thriving in Their 40s list, which recognizes 95 Los Angeles-based professionals who “serve as terrific examples of trusted advisors whose services the businesses of Los Angeles simply cannot do without.”

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### **Nine DLA Piper lawyers recognized by BTI Consulting Group for superior client service**

10 December 2020

DLA Piper is pleased to announce that BTI Consulting Group has recognized nine of its lawyers for providing superior service to clients.

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### **DLA Piper partner Norman Leon named a *Law360* Employment MVP**

7 October 2020

DLA Piper is pleased to announce that Norman Leon has been named a 2020 *Law360* Employment MVP.

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### **Kim Askew named to *Texas Lawyer's* 2020 list of Texas Trailblazers**

1 October 2020

DLA Piper is pleased to announce that Kim Askew has been named a 2020 Texas Trailblazer by *Texas Lawyer*.

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