

Employment Law Alliance – Advising Employers Worldwide

Newsletter, July 2018

Volume 1, Issue 7

Note from the Chair:

The FIFA World Cup 2018 in Russia certainly brought some surprises this summer as well-known champions fell and other teams took us by surprise as they rose as the new champions.

More than once, it has been suggested that sports can often mirror life. In the fast-paced world of business, we sometimes stumble or are caught off guard with an employment law issue that poses a risk to our strategic plan, budget or brand. Our Global Client Newsletter fortifies your game plan with guidelines to navigate the potential employment law pitfalls and setbacks multinational employers face in their global operations.

In this July issue we give you a playbook on: Whistleblower Claims and Work Hours & Wages Issues In Asia Pacific, New Data Privacy Legislation and its Impacts of the Gig-economy from Europe, Best Practice for Fixed Term Contracts in Latin America, Challenges For Mutual Termination Agreements in Africa, and New Developments for Public Sector Unions, Arbitration Agreements, and an Important Data Privacy Ruling From The U.S. Supreme Court.

As always please let us know how we are doing in providing this publication – and how we may improve it to better serve your needs. For more information please contact our editor Brittany McKinski: Newsletter@ela.law

Best Wishes,

Jan Tibor Lelley

Global Communications Chair

Regional Employment Law Briefings

Asia Pacific

- **Japan:** [Legal Liability of a Foreign-Based Parent Company and Actions to Take with Respect to Whistleblower Claims Filed by an Employee of Its Japanese Subsidiary](#)
- **Taiwan:** [The Amendments of the “Guideline Principles for Labor Dispatch Rights” and Latest Opinions of the Ministry of Labor Regarding the Calculation of Leaves, Work Hours and Wages for Employees Working on a Rest Day](#)

Europe

- **Belgium:** [Belgian Draft GDPR Bill Submitted to Parliament](#)
- **Italy:** [First Case-Law Precedent in Italy on Gig Economy Employment Relationships](#)
- **Ukraine:** [Amendments to Application Procedure for Ukrainian Temporary Residence Permits](#)

Latin America

- **Perú:** [Fixed Term Agreements in Peru – A Practical Approach](#)

Middle-East/Africa

- **Gabon:** [Challenges of Entering into Mutual Termination Agreements in Gabon](#)
- **Qatar:** [Qatar's New and Improved Labour Disputes Settlement Process](#)

North America

- **CA, Ontario:** [Can an Employer Discontinue Employee Benefits at Age 65? The Human Rights Tribunal of Ontario Weighs In](#)
- **CA, British Columbia:** [Perception of Retaliation Does Not Breach the Human Rights Code](#)
- **US, Arkansas:** [Public Labor Unions Defined](#)
- **US, Washington/Oregon:** [Law of the Land: Class Waivers in Arbitration Agreements Are Permissible](#)
- **US, Kansas/Missouri:** [United States Supreme Court Issues Important Privacy Ruling in Carpenter](#)
- **US, Massachusetts:** [NLRB Clarifies and Retracts Handbook Language Limits](#)

Contributors:



Ushijima & Partners



MORGAN, BROWN & JOY, LLP



Cross, Gunter, Witherspoon & Galchus, P.C.

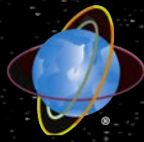


EMPLOYMENT + LABOUR LAWYERS



Lee, Tsai & Partners





Upcoming Webinars and Events

July 2018

Webinars

Current Global Webinar Series:

Sexual Harassment Among the Global Workforce

- [Middle East/Africa](#) – July 17, 2018
- [Central & Southern South America](#) – August 9, 2018
- [Central America & Northern South America](#) – August 16, 2018 **date is tentative*
- [Asia Pacific](#) – *Date to be determined*

Past Webinars in Global Webinar Series:

Sexual Harassment Among the Global Workforce:

- [Europe](#)
- [Canada](#)
- [United States](#)

Higher-Education Series:

- [#MeToo Goes Global: Considerations for Multinational Companies to Address Sexual Harassment](#)
- [Lessons Learned in Higher Education: Sexual Misconduct Around the World](#)
- [Campus Sexual Assault Update](#)

Events

Global

- [Global Labor & Employment Law Conference](#)
 - Toronto, Canada – October 2-3, 2018

In this time of heightened awareness of **sexual harassment** in the workplace, the ELA has asked our **legal experts from around the world** to tell us about their client experiences.

If you are interested in receiving a copy of the **survey report**:

[click here to register!!](#)

Looking for more?!

Please click below to subscribe to our monthly **Client Newsletter!**

[**Subscribe!**](#)

Other Resources

[Global Employer Handbook](#)

The ELA Global Employer Handbook is a free online resource for ELA members and clients that provides registered website users with practical, concrete, up-to-date information on the most pertinent labor and employment laws in all 50 U.S. states, every Canadian province, and more than 100 countries around the world. Users have immediate access to critical laws and regulations that will help them ensure their company's legal compliance across the globe. Detailed information on more than 50 employment-related areas is provided for each jurisdiction