

Employment Law Alliance – Advising Employers Worldwide

Newsletter, August 2018

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Note from the Chair:

For many regions, the month of August signals the end of family excursions while on holiday and summer vacation travel. Yet many human resource executives and General Counsel will agree that issues such as flex time, parental leave, immigration and the gig economy's mobile workforce do not take a holiday. This issue will help you better understand employment law so that you can stay in compliance on subjects such as: Employee Data Privacy; Reporting Systems for Whistleblowing; Employee Mobility and Immigration; Promoting Occupational Health and Safety in the Workplace; Random Drug Testing and Parental Leave Acts.

We invite you to delve into the relevant resources within the articles and encourage you to reach out to the writers and their firms for more information to ensure a productive, compliant workplace in the months ahead.

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

- **Hong Kong:** [Hong Kong Court of Appeal Reaffirms that Termination Payments are Not Taxable](#)
- **Indonesia:** [Employee Data Privacy in Indonesia](#)
- **Japan:** [Points to Note When a Legal Adviser to a Company Acts as an External Point of Contact for Whistleblowing](#)

Europe

- **Ireland:** [Parental Leave Entitlements – An Important Update in Employee Entitlements](#)
- **Romania:** [Teleworking Recently Regulated in Romania](#)
- **Italy:** [Dignity Decree: More Restrictions on Fixed-Term Contracts and Increase of the Indemnity for Unfair Dismissal](#)

Latin America

- **Argentina:** [Immigration Compliance in Argentina](#)
- **Peru:** [Amendment to Regulations Regarding Paternity Leave](#)

Middle-East/Africa

- **Angola:** [Work Accidents and Occupational Diseases Report – Caveats and Preventive Approach](#)
- **South Africa:** [Conditional Employment is a Commercial Reality](#)

North America

- **CA, Manitoba:** [Accommodation of Mental Health Issues and Safety of Others in the Workplace; Finding the Balance](#)
- **CA, British Columbia:** [SCC Affirms Law Around Random Drug Testing in the Workplace Ahead of Legalization of Cannabis](#)
- **US, North Carolina :** [What Businesses Need to Know Before Transferring Employees to the U.S.](#)
- **US, Indiana:** [How a Kavanaugh Court Could Affect Labor and Employment Law](#)
- **US, Maryland:** [Full-Time Presence at Work Is Not Necessarily an Essential Function of the Job?](#)
- **US, Missouri:** [Supreme Court Rules 5-4 to Uphold Travel Ban 3.0](#)
- **US, Illinois:** [NLRB Handbook Rules Change Like the Wind Post-Boeing](#)

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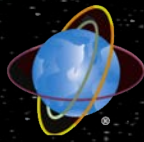
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Upcoming Webinars and Events

August 2018

Upcoming Webinars

Current Global Webinar Series:

Sexual Harassment Among the Global Workforce

- [Central & Southern South America](#) – August 9, 2018
- [Central America & Northern South America](#) – August 16, 2018
- [Asia Pacific](#) – August 20 OR August 21, 2018 (depending on your time-zone)

Past Webinars

Past Webinars in Global Webinar Series:

Sexual Harassment Among the Global Workforce:

- [Europe](#)
- [Canada](#)
- [United States](#)
- [Middle East/Africa](#)

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](#)

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