

SUBJECT	LEGAL CHANGE	ACTION REQUIRED
Sickness		
Sick Pay Alignment	<p>The statutory regulations on continued payment in case of sickness or accidents will be aligned for blue collar workers and white collar employees. As a result, both will be entitled to 8 weeks' full pay in the first year of service and 4 additional weeks at half pay. If involved in a work accident, an additional 8 weeks' full pay will be available.</p> <p>Effective date: July 2018</p>	Review and update internal policies and payment practices to ensure compliance.
Apprentices and Sick Pay	<p>If an apprentice is unable to work due to sickness or an accident, he or she will be entitled to 8 weeks' full pay, followed by an additional 4 weeks at half pay.</p> <p>Effective date: July 2018</p>	Review and update internal policies and payment practices if relevant to your business.
Termination of Employment		
Dismissals	<p>The termination provisions of the Salaried Employees' Act (<i>Angestelltengesetz</i>) will be applicable to all white collar employees irrespective of their working hours. There will no longer be an exception for employees who work less than one fifth of the regular working time.</p> <p>Effective date: January 2018</p>	Ensure you are familiar with the changes and apply them to all white collar terminations.
Workplace		
Smoking Ban in the Workplace	<p>If there is at least one non-smoking employee in a particular workplace, smoking must be completely prohibited. This will apply to novel tobacco products, herbal smoking products, e-cigarettes and liquids, as well as hookahs. If sufficient space is available, specific smoking rooms can be established.</p> <p>Effective date: May 2018 (the amendment may be revoked or significantly changed by the new administration before May 2018.)</p>	<p>(1) Make the necessary adjustments to the workplace and inform the employees.</p> <p>(2) Consider introducing a new smoking policy to address the change.</p>
Data Privacy		
EU GDPR	<p>The General Data Protection Regulation will take effect across Europe on May 25, 2018 introducing stricter rules on processing personal data.</p> <p>The Austrian Data Protection Act (now <i>Datenschutzgesetz – DSG</i>) was amended and will also enter into effect on May 25, 2018, to increase protection for individuals.</p>	<p>(1) Become familiar with the new rules and keep abreast of developments ahead of implementation.</p> <p>(2) Review existing practices/policies/procedures regarding data protection and update accordingly.</p>