

SUBJECT	LEGAL CHANGE	ACTION REQUIRED
<b>Mobility</b>		
<b>Intra-group Relocations</b>	<p>From January 1, 2018, new rules will facilitate the intra-group transfer of employees from one Member State to another.</p> <p>An employee with an intra-corporate transfer permit, may start working in Finland before the Finnish Immigration Service issues its decision concerning their right to work. The duration of the permit is capped at three years.</p>	Understand the changes and review existing work permit practices.
<b>Employment terms</b>		
<b>Zero-hour Contracts</b>	<p>The use of zero-hour employment contracts will be limited to situations where the employer's need for manpower is in fact variable (this would need to be evidenced). It will no longer be possible to use zero-hour contracts, simply by getting the employee's consent.</p> <p>Effective date: June 1, 2018 (estimated)</p>	<p>(1) Understand the new rules</p> <p>(2) If you use zero-hour contracts, assess whether changes will need to be made to ensure compliance. Seek specialist advice if unsure as it will be critical you get this right.</p>
<b>Intellectual Property</b>		
<b>Trade Secrets</b>	<p>New legislation may be introduced, which would (among other things) regulate the definition of 'trade secrets' in relation to employment legislation.</p> <p>Effective date: If introduced, June 9, 2018 (estimated)</p>	<p>(1) Keep abreast of the legal situation.</p> <p>(2) If introduction is to go ahead, review current contracts and confidentiality/IP agreements with a view to amending to ensure compliance. Specialist advice on making these changes would be recommended.</p>
<b>Data Privacy</b>		
<b>General Data Protection Regulation ("GDPR")</b>	<p>The GDPR is due to be introduced Europe wide on May 25, 2018. Regarding labour law, we do not anticipate major changes to current privacy regulations. However, a working group has been appointed to evaluate the GDPR post implementation, so future changes are possible.</p>	Keep abreast of the legal situation.