

SUBJECT	LEGAL CHANGE	ACTION REQUIRED
Immigration and Work Permits		
Restrictions on Employment of Foreigners	<p>New rules will require employers to report certain job vacancies directly to the Cantonal Employment Offices. The obligation will kick in if the vacancy arises in a professional category with a national unemployment rate greater than the applicable threshold (8% as of July 1, 2018, and 5% as of January 1, 2020). There is an exception for vacancies for short-term roles (i.e. 2 weeks or less).</p> <p>On receipt of the notification, the Cantonal Employment Offices will inform Swiss national job seekers, who will have application priority for 5 days. The 5 days starts to run when the employer receives confirmation from the Cantonal Employment Offices. The employer must meet with any selected candidates. After this deadline, the employer can open up the position to any other candidates, irrespective of nationality.</p> <p>Effective date: July 1, 2018</p>	<ul style="list-style-type: none"> (1) If the company is active in sectors with a high unemployment rate (a list has been issued by the State Secretariat for Migration (SEM) and will be updated annually), implement an internal notification procedure to ensure you are compliant. (2) Arrange for local HR to have training on this so they are aware of the requirements and how to comply.
Work Permit Quotas	<p>The Swiss Federal Council increased the available quotas for 2018 for: (i) workers from non-EU countries: 8000 (3500 B-Permits and 4500 L-Permits); and (ii) service providers from EU/EFTA countries (secondments): 3500 (500 B-Permits and 3000 L-Permits).</p> <p>Effective date: January 1, 2018</p>	<p>The quotas for seconded workers are released progressively every quarter. Therefore, the request for a corresponding work permit should be made at the beginning of the quarter.</p>
Citizenship Act	<p>The new Swiss Citizenship Act, which enters into force on January 1, 2018, states that only the holder of a permanent residence permit (C Permit) may be naturalized, provided he/she has lived in Switzerland for at least ten years and is well integrated.</p>	<p>From 2018 onwards, it will be more difficult to become a Swiss citizen: language and integration requirements have been tightened.</p>
Data Privacy		
EU GDPR	<p>The new EU General Data Protection Regulation will apply across Europe as of May 25, 2018. The Federal Act on Data Protection will be amended after implementation, to ensure free transmission of data between Swiss and European companies. Employees will have to be informed when a company collects data on them, regardless of the type of data collected.</p> <p>Effective date: Unknown, but expected during Summer, 2018.</p>	<p>Companies will be required to take data protection issues into account as soon as new processes are introduced. The amendments will likely encourage self-regulation: each branch will have the opportunity to adopt a code of conduct.</p>

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Remuneration		
Bonus And High Wages	<p>The Swiss Federal Court has recently clarified its case law on bonuses. When a bonus is much higher than the annual basic salary, and is paid regularly, it must be regarded as part of the salary, even if the employer reserves the right to make changes. Making detrimental changes will therefore be harder post implementation.</p> <p>There is an exception where the employee's total remuneration is equal to or more than five times the median Swiss salary (i.e. CHF 350,000). In this case, the bonus share exceeding this threshold will continue to be at the employer's discretion.</p> <p>Effective immediately.</p>	Be aware of the changes and seek specialist advice if you wish to make changes as a result.