

SUBJECT	LEGAL CHANGE	ACTION REQUIRED
Sickness		
Employees entitled to four weeks of holiday despite sickness	New rules will ensure employees get four weeks' holiday where they accrue less due to sickness absence. Effective date: April 1, 2019.	Become familiar with the new rules and update internal policies.
Termination		
Justifying a dismissal becomes easier for smaller businesses	The number of people a business employs will become relevant when assessing whether an employer has "proper and weighty" reasons to terminate the employment relationship. Effective date: July 1, 2019 (expected).	Consider whether the change affects your company and take it into consideration when dismissing employees.
Data protection		
Minor changes to national legislation on "Privacy in Working Life"	(1) Despite the EU General Data Protection Regulation ('GDPR'), Finnish data protection legislation remains in force. Minor changes post GDPR are expected in 2019. (2) Finnish data protection law is in some aspects already stricter than the GDPR. Examples include employee monitoring, restrictions on accessing employee emails and rules regulating when you can conduct certain background checks. Effective date: Changes expected during 2019.	(1) Review your policies and practices to ensure they are compliant with the GDPR and local data protection law. (2) Keep track of any changes to Finnish data protection law.

This is a high level general update only. Legal advice should be obtained on specific circumstances.