

The International Society of Primerus Law Firms

XPRESS e-Newsletter

August 2019

In This Issue

[Labor & Employment](#) [Business](#) [Intellectual Property](#) [Real Estate](#) [Cyber Security](#)
[& Data Privacy](#) [Litigation](#) [Paradigm Magazine](#) [Primerus Client Resource Institute](#)
[Resources](#)

Labor & Employment

UNITED STATES

U.S. Women's Soccer Team Sues for Equal Pay

[Steven Adler](#)

[Mandelbaum Salsburg P.C.](#)

Roseland, New Jersey

On March 8, 2019 the U.S. Women's Soccer Team filed a class action lawsuit in federal court in California under the federal Equal Pay Act ("EPA") and under Title VII of the Civil Rights Act of 1964 for gender discrimination.

[Full Article](#)

UNITED STATES

I-9s - What's Your Monetary Exposure?

[Barton LLP](#)

New York, New York

Any business that has employees knows that the U.S. Immigration and Nationality Law requires that employers verify both the identity and the employment eligibility of its workers. The United States Citizenship and Immigration Services ("USCIS"), a federal agency under the Department of Homeland Security, administers the country's immigration systems.

[Full Article](#)

NETHERLANDS

Personnel: Statutory Minimum Wage

[Priscilla de Leede](#)

[Russell Advocaten B.V.](#)

Amsterdam, Netherlands

As of 1 July 2019, changes the calculation of the statutory minimum wage and minimum youth wage. From that day, employees aged 21 will be entitled to the minimum wage instead of the minimum youth wage. In addition, employees aged 18, 19 and 20 will be entitled to a higher percentage of the statutory minimum wage

[Full Article](#)

GERMANY

Time Recording for Every Employee in Germany?

[Eric Uftring](#)

[WINHELLER Attorneys at Law & Tax Advisors](#)

Frankfurt, Germany

The "time clock judgement" of the European Court of Justice (ECJ) of 14 May 2019 made a lot of waves. Accordingly, employers are required to monitor the daily working hours of their employees. This is designed to ensure compliance with the Working Time Directive and to ensure maximum working hours and minimum rest periods.

[Full Article](#)

UNITED STATES

Employment Law Basics for Veterinarians

[Stephen Marmaduke](#)

[Wilke, Fleury, Hoffelt, Gould & Birney, LLP](#)

Sacramento, California

In California, four primary laws govern veterinarians' interactions with their employees: Title VII of the Civil Rights Act of 1964, federal wage and hour laws, state wage and hour laws and California's Fair Employment and Housing Act.

[Full Article](#)

[Back to Top](#)

Business

PERU

Criminal Prevention Model Benefits Under Peruvian Law

[Ursula Cortes Gutierrez](#)

[Juan Prado Bustamante](#)

[Llona & Bustamante Abogados](#)

San Isidro, Peru

According to our Peruvian economic model, which is guaranteed by our Constitution and based on recognition by the state of the coexistence of a diverse variety of businesses laid on legal framework characterized by the promotion and protection of private property, business freedom, free competition, and private investment from both, national and foreign investors in various productive sectors.

[Full Article](#)

PERU

Regulation to Establish a Branch in Peru

[Ursula Cortes Gutierrez](#)

[Llona & Bustamante Abogados](#)

San Isidro, Peru

The Peruvian Corporate Law regulates the incorporation of several types of companies with different features, depending on the type of business to be developed by investors.

[Full Article](#)

[Back to Top](#)

Intellectual Property

UNITED STATES

USPTO Proposes New Fee Adjustments

Dan Pierron

Wideman Malek P.L.

Melbourne, Florida

The United States Patent and Trademark Office (USPTO) has released a Notice of proposed rule making (NPRM) that would increase many USPTO fees.

[Full Article](#)

[Back to Top](#)

Real Estate

AUSTRALIA

Adverse Possession - At the End of the Day ... Who Owns the Property?

Gillian Kirwan

Paul Carroll

Carroll & O'Dea Lawyers

Sydney, Australia

The claimed land was situated between Dr Braye's property at number 7 and Mr Ward's (Second Defendant) property at number 5 (which was acquired in 2015). The claimed land was owned by a registered proprietor who died in 1906. Ms Tarnawskyj (First Defendant) is the administrator of the estate.

[Full Article](#)

[Back to Top](#)

Cybersecurity & Data Privacy

UNITED STATES

Companies Must Be Cybersecurity Compliant - Department of Defense (DOD) Proposes New Certification Process

Jason Lagasca

Wideman Malek, P.L.

Melbourne, Florida

At the recent National Defense Industrial Association (NDIA) Procurement Division Meeting, Ms. Katie Arrington, the Special Assistant for Cybersecurity to the Undersecretary of Defense for Acquisition & Sustainment, updated attendees on DOD's new approach to addressing cybersecurity vulnerabilities.

[Full Article](#)

Alabama Passes Insurance Data Security Law

Paul Zimmerman

Christian & Small LLP

Birmingham, Alabama

While Alabama was late to adopt a data breach notification statute, it is quickly catching up in the data security arena by focusing on consumer data held by insurance entities. In May, Governor Kay Ivey signed the Insurance Data Security Law (Act 2019-98)("Law"), which imposes a comprehensive set of data security requirements on persons and entities licensed by the Department of Insurance. While the deadline for implementation of certain of the Law's requirements are delayed, the statute itself became effective when it was signed.

[Full Article](#)

[Back to Top](#)

Litigation

UNITED STATES

"Private" Social Media Isn't Off-Limits When It Comes to Discovery In Litigation

[Barton LLP](#)

New York, New York

If you've ever shared anything personal on a social media platform-photos, status updates, political views-chances are you've heard the (digital) age-old adage: "The Internet is forever."

[Full Article](#)

[Back to Top](#)

Paradigm Magazine



The [2019 Spring Paradigm Magazine](#) delivers articles regarding developments and trends in legal issues relevant to corporate clients around the world, while showcasing Primerus members as leaders with the expertise to assist clients with any legal needs they may have. It is published twice a year and mailed to Primerus members as well as clients around the world.

If you would like to be added to our hard copy mailing list, please include your mailing address in a brief email to Derek Mallekoote at dmallekoote@primerus.com.

[Back to Top](#)

The Primerus Client Resource Institute

The Primerus Client Resource Institute (PCRI) is the client section of the Primerus membership intended for in-house counsel, risk managers, claims managers, and corporate executives who are responsible for the legal affairs of their companies. Given the challenges of doing business in today's

fast-paced, global economy, it has never been more important for companies around the world to develop trusted relationships with law firms that offer high quality legal services at reasonable fees. Primerus seeks out, screens and audits our firms to make sure we have only the finest, so companies in need of legal services can call upon any Primerus lawyer with complete confidence that he or she is reasonably priced, highly competent, and worthy of your trust.



The PCRI was created with the help of some long-standing Primerus corporate clients, and offers in-house counsel and corporate executives an opportunity to connect with not only great law firms and lawyers, but also with other similarly situated in-house and corporate professionals.

Membership Benefits:

- There is no cost to join
- Free 30-minute legal consultation phone call with any Primerus member, anywhere in the world
- Assistance in finding the right Primerus lawyer(s) to meet your needs
- Access to free Primerus educational webinars
- Access to the PCRI Listserv to communicate with other PCRI members
- On-site education programs can be arranged that are customized to your industry and business

It's Easy to Join the PCRI

Click below to complete a brief online application. Once submitted, membership applications are reviewed and approved by the Primerus Client Resource Institute Executive Committee. Apply today, and you will hear from us soon.

[JOIN THE PCRI TODAY](#)

[Back to Top](#)

Resources

[Legal Articles](#)

Compendiums:

- [A Survey of the Law of Dram Shop and Alcohol Liability](#)
- [Doing Business in the Asia Pacific Region](#)
- [Young Lawyers Section Stare Decisis](#)
- [Women Lawyers Section Lady Justice Newsletter](#)

[Primerus Xpress Archives](#)

[Find a Primerus Member Law Firm](#)

[Back to Top](#)

About Primerus

Primerus is a society of the world's finest independent, boutique law firms. With nearly 200 member firms in 50 countries, Primerus provides clients easy access to the right lawyer, with the right skills, in the right location, and at the right cost. We seek out, accept and retain only the best firms for membership. Each firm is screened to ensure its commitment to excellence as embodied in the Six Pillars: Integrity, Excellent Work Product, Reasonable Fees, Continuing Legal Education, Civility and Community Service. After more than 20 years, in which Primerus has experienced tremendous growth in membership and expansion of services, we have never wavered from this commitment, and we never will. [Click Here](#) to visit our website and learn more.

[Video: Why Hire a Primerus Lawyer?](#)

[Find a Primerus Law Firm](#)

[Contact Us!](#)

[Back to Top](#)

Legal Disclaimer: The general information contained in this e-Newsletter is intended for informational purposes only. It is not intended to be legal advice, and should not be construed as legal advice or legal opinion on any specific facts or circumstances. You should consult legal counsel regarding your individual circumstance.

[Contact Us](#) | Toll Free: 800.968.2211

