

## In This Issue

[Labor & Employment](#) [Business](#) [Real Estate](#) [Corporate & Commercial](#)  
[Insurance](#) [Litigation](#) [Trademarks](#) [Estate Planning](#) [Paradigm Magazine](#)  
[Primerus Client Resource Institute](#) [Resources](#)

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## Labor & Employment

### **UNITED STATES**

#### **Natural Disasters and the Employer's Duty to Pay Employees**

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

Sacramento, California

Recent natural disasters such as Hurricane Dorian and The Camp Fires in Butte County, California have left employers wondering whether they would be required to pay their employees during a temporary closure caused by a natural disaster.

**[Full Article](#)**

### **NETHERLANDS**

#### **Can You Change an Employment Contract Unilaterally?**

**[Jan Dop](#)**

**[Russell Advocaten B.V.](#)**

Amsterdam, Netherlands

Can the employer change an employment contract unilaterally? Does it make any difference if you have agreed to a unilateral change clause?

**[Full Article](#)**

### **AUSTRALIA**

#### **Are You Paying Your Employees Correctly?**

**[Murray Noel Thornhill](#)**

**[Gemma Wheeler-Carver](#)**

**[HHG Legal Group](#)**

West Perth, Australia

As previously written, the state and national minimum wage increased as of 1 July 2019. Most employers would have by now undertaken a review of all their wages and implemented any necessary changes to employment contracts and your payroll.

**[Full Article](#)**

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# Business

## **UNITED STATES**

### **Foreign-Owned Companies Must Have U.S. Employer Identification Number**

[Ralph Dyer](#)

[Widerman Malek, P.L.](#)

Melbourne, Florida

Can someone who is not an American citizen, or a resident of the U.S., form a corporation or LLC in Florida or any other state?

[Full Article](#)

## **NETHERLANDS**

### **Protection of the Rights of the Minority Shareholder**

[Reinier Russell](#)

[Russell Advocaten B.V.](#)

Amsterdam, Netherlands

The majority shareholder and the board turn the company into an empty shell. How can you as a minority shareholder defend yourself against decisions that are detrimental to you?

[Full Article](#)

## **AUSTRALIA**

### **Paradise (Papers) Lost Privilege**

[Selwyn Black](#)

[Carroll & O'Dea Lawyers](#)

Sydney, Australia

On 14 August 2019 the Australian High Court decided that the Glencore group could not rely on legal privilege to prevent the Australian Taxation Office from using part of the so-called "Paradise Papers", being documents hacked/stolen from the Bermuda law firm Appleby.

[Full Article](#)

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# Real Estate

## **NETHERLANDS**

### **Facade Advertising: Permit or Notification Necessary?**

[Ynze Kliphuis](#)

[Russell Advocaten B.V.](#)

Amsterdam, Netherlands

A Dutch shopping street without facade advertising would be unthinkable. But are you allowed to simply put your business name (in animated lighting) on the facade? Is a permit required if you want to replace existing facade advertising?

[Full Article](#)

## **UNITED STATES**

### **Eviction Notices for Pennsylvania Landlords**

[Michael J. Haviland](#)

Every landlord will almost inevitably run into the age-old problem of what to do when a renter fails to pay his or her monthly rent.

**[Full Article](#)**

*[Back to Top](#)*

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## Corporate & Commercial

### **UNITED KINGDOM**

**Electronic Signatures in the Digital Age: The Law Commission Issues Final Report**

**[Sive Ozer](#)**

**[Marriott Harrison LLP](#)**

London, United Kingdom

The Law Commission, the independent body created to keep the law of England and Wales under review and to recommend reform where it is needed, has published a new report on electronic execution of documents ("Report").

**[Full Article](#)**

*[Back to Top](#)*

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## Insurance

### **UNITED STATES**

**Increased Insurance Premiums: Are They Recoverable From Third-Party Tortfeasors?**

**[Donato, Minx, Brown & Pool, P.C.](#)**

Houston, Texas

For the typical American employer, payments of insurance premiums are among the greatest expenses, and are important and unavoidable costs of operating a business. It is common for an employer to see a spike in the cost of these premiums after experiencing an accident with an employee or a significant loss.

**[Full Article](#)**

*[Back to Top](#)*

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## Litigation

### **HONG KONG**

**When Would the Court Exercise its Power to Set Aside an Arbitral Award**

**[ONC Lawyers](#)**

Hong Kong, Hong Kong

Hong Kong is a jurisdiction where the policy encourages and upholds the autonomy and finality of arbitration, i.e. a policy of minimal interference with awards.[1] Party seeking the Court's leave to appeal an arbitral award pursuant to section 5 of schedule 2 of the Arbitration Ordinance (Cap. 609) (the "AO") must satisfy that the Arbitral Tribunal's decision is open to

serious doubt rather than merely involving a question of law of general importance.

[Full Article](#)

[Back to Top](#)

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## Trademarks

### **HONG KONG**

#### **A Blow to the Giant - Adidas Loses Trademark Battle Against Shoe Branding Europe BVBA**

[ONC Lawyers](#)

Hong Kong, Hong Kong

On 19 June 2019, The European Union General Court (the "General Court") dismissed the appeal application filed by Adidas and upheld the decision of European Intellectual Property Office ("EUIPO")'s Second Board of Appeal that, among other things, Adidas' signature mark of parallel equidistant stripes "" lacks the distinctiveness required for it to be qualified for trademark protection. This ruling effectively puts an end to Adidas's attempt to defend its trademark in the European Union ("EU").

[Full Article](#)

[Back to Top](#)

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## Estate Planning

### **AUSTRALIA**

#### **Who Gets the Superannuation on Death?**

[Selwyn Black](#)

[Carroll & O'Dea Lawyers](#)

Sydney, Australia

A considerable proportion of our wealth now sits in superannuation. It is estimated that at the age of retirement (age 60-64) the average Australian will have over \$200,000 in their super fund.

[Full Article](#)

[Back to Top](#)

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## 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](mailto:dmallekoote@primerus.com).

[Back to Top](#)

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## 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.

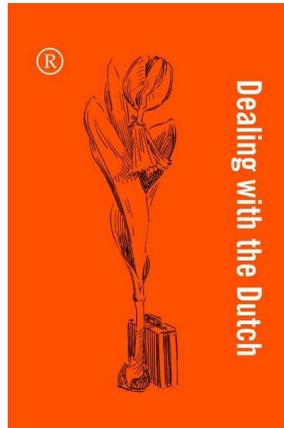
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[Back to Top](#)

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# Resources

Dealing with the Dutch, written by Primerus member Reinier Russell (Russell Advocaten,



Amsterdam) is a practical and concise introduction to Dutch business law for anyone who deals with the Dutch and Dutch law. It covers the most important regulations for entrepreneurs who wish to set up a company in the Netherlands and for those who are already doing business in this country.

The Netherlands is widely regarded as an important gateway to Europe due to its strategic location. Having been a trading nation for centuries, the country has an open economy and a global outlook. In addition, it offers a highly skilled, multilingual workforce and a high quality of life and therefore it is a popular business location for foreign companies.

This book offers practical legal information with regard to the (im)possibilities of doing business in the Netherlands. The chapters reflect the specialized practice areas of our law firm. Company structures, corporate law, employment contracts and employee participation, commercial contracts, leases, the permit system as well as IP and ICT law are discussed. In addition, the book covers niche areas of our legal practice such as the law pertaining to diplomatic missions and art and law. The specialist lawyers at Russell Advocaten in Amsterdam have written Dealing with the Dutch based on our many decades of experience with foreign clients.

When doing business in the Netherlands we strongly recommend you to seek specialist legal advice at an early stage. Russell Advocaten offers that legal advice and our specialists will gladly assist you with your legal problems throughout the whole of the Netherlands.

You can order Dealing with the Dutch by sending an email to [info@russell.nl](mailto:info@russell.nl).

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## [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](#)

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*[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.

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[Back to Top](#)

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