



#GlobalBenefitsBulletin Highlights

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Key



Retirement



Talent



Health



Risk

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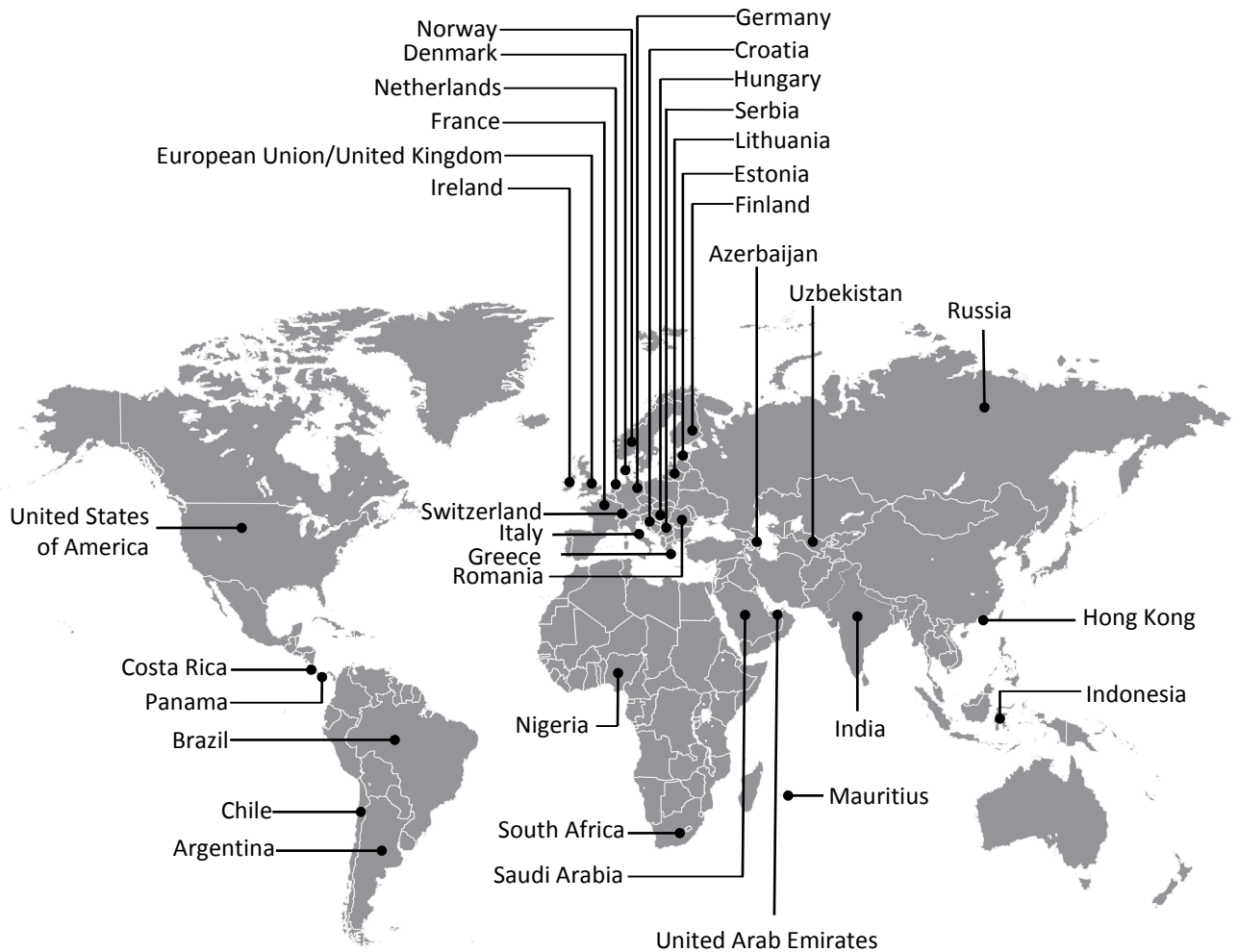
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Key Updates

Argentina: Note



Severance pay temporarily doubled

Emergency Executive Order (“EEO”) Nr. 34/19 temporarily doubles severance payment in cases of termination without cause. It went into effect on December 13, 2019 and will remain in force for 180 days. The order must be confirmed by the National Congress but if it is rejected, it will remain in effect until the rejection. To ensure that there is no disincentive for new hires, the EEO will not cover workers hired after December 14, 2019.

Azerbaijan: Note



Retirement age decreased

The Ministry of Labour and Social Protection of the Population announced that as of January 1, 2020, women are eligible to apply for social security benefits at the age of 61.5 (previously 62) and men at the age of 64.5 (previously 67). Also, single women and men with five or more children are entitled to an allowance at the age of 56.

Brazil: Note



Fine for unfair dismissal withdrawn

[Law 13,392](#) has eliminated a fine levied on employers for unjustified dismissals. From January 1, 2020, employers are no longer obliged to pay the government 10% of the contributions made on behalf of the employee to Brazil’s severance pay fund, FGTS when an employee termination is determined to be unfair dismissal.

Chile: Note



New drug pricing system

The President has enacted a [law](#) that will lower the price of medication for citizens up to 80%. The law “expands” the powers of the National Health System Central Supply Unit (Cenabast) to negotiate the purchase of medications on behalf of pharmacies and medical supply stores at lower prices. An advisory board will suggest maximum retail prices and Cenabast will create a “sale price limit” for the medication acquired by the pharmacies and stores. Independent pharmacies will be the first eligible to buy medication through the Cenabast system. Regional chains will be allowed to purchase through the system in the second year, and national chains and nonprofit health facilities in the third year. The law will go into effect on April 6, 2020.

Key Updates

Chile: Watch



Pension reform plan

The President has submitted a pension reform proposal to [Congress](#):

- A “3-prong” social security system would be established (“state funded Solidarity Pensions; Individual Savings funded by employers and workers; and Collective and Solidarity Savings funded by employers with an initial contribution by the State”).
- The employer’s contribution rate would gradually increase from 10% to 16%.
- Half of the additional amount would go to the worker’s individual pension savings and the other to the Collective and Solidarity Savings Fund which would “finance intergenerational solidarity”.
- Male pensioners, who make a minimum number of contributions, would see a rise by 2 UF (56,600 Chilean pesos or US \$73.13) in their monthly pension and female pensions would increase by 2.5 UF (70,800 Chilean pesos or US \$91.47).
- An autonomous public institution will administer the funds from the additional contribution.

Costa Rica : Note



Guarantee deposits for repatriation of foreign nationals increase

The General Immigration Directorate has announced an increase in guarantee deposits, the fee paid to the government to cover repatriation expenses. The charge has risen by between US \$300 - US \$ 4,800, depending on the applicant’s nationality. Visa applications (Temporary and Permanent Residence, Residence Change of Status, and Restricted Entry), already filed and pending approval, will be required to pay the newly established amount after approval.

Croatia: Note



Tax regime for employer-paid health insurance

Parliament has published The Law on Amendments to the Law on Income Tax , which features a provision classifying employer-paid supplementary health insurance premiums above a prescribed amount as employment income. The amount will be set out in the regulations and the measure is scheduled to come into effect on January 1, 2020.

Key Updates

Denmark: Respond



Pension tax package

[Act No. 1577 of 12/27/19](#) modifies a number of pension tax laws:

- It commits to an information exchange system for annuity payments.
- Terms are set for the tax-free transfer of funds from one private pension scheme to another.
- The fixed percentage surcharge for mortgage deeds and some bonds rose from 1.5% to 2%.
- The rules for tax-free plan mergers are relaxed.

The law generally came into effect on January 1, 2020.

Estonia: Respond



Tax measures come into effect

The Ministry of Finance [summarized](#) a number of Income Tax Act amendments that came into force on January 1, 2020:

- There is a fringe benefits tax exemption for costs incurred commuting on public transportation.
 - Maternity, adoption, and redundancy benefits due in the final quarter of the year may be carried over into the following year for tax purposes.
 - Foreign-source income, including pensions, qualify for the basic tax exemption.
 - A supplemental income for families with at least three children is not offset by any statutory survivor benefits the children may receive.
-

European Union: Watch



Sustainable investment guidelines advance

The European Parliament has [concluded](#) an agreement with the European Parliament on a tighter regulatory framework for sustainable investment. All "green" financial products, including pension schemes, would be required to document adherence to "strict and ambitious EU criteria." The agreement also offers a taxonomy for sustainable investment and a disclosure requirement for companies with over 500 workers. The document will be reviewed in the relevant parliamentary committees before a plenary vote.

Key Updates

European Union: Watch



Minimum wage consultation

The European Commission has opened a social partner [consultation](#) on establishment of fair minimum wages throughout the European Union. While it avoids a one-size-fits-all approach, it does target a floor of 60% of the median wage, a threshold currently in place for only France and Portugal. Additional priorities for a stronger social Europe include:

- A gender equality strategy with "binding pay transparency measures";
- A European Unemployment Re-Insurance Scheme;
- A platform worker summit;
- A green paper on aging issues; and
- An updated Youth Guarantee.

EU/UK: Note



Ruling on accrued rights in an insolvency

The December 2019 Issue of the In Touch technical update can be found [here](#).

EU/UK: Note



Bauer – European Court of Justice ruling and Pension Protection Fund compensation

The ECJ's ruling may result in increased PPF benefits for some members and ultimately higher levies. However, the impact appears more limited than was feared based on the Advocate General's opinion on the case.

The key aspect is that any reduction in a member's benefit in the event of employer insolvency should not result in the member's total income falling below a poverty threshold (around £11,000 pa in 2018). The case relates to a German pension arrangement and significant uncertainties remain over the implications for the PPF and UK schemes, which the Government will need to consider.

Key Updates

Finland: Note



European Court of Justice (ECJ) ruling on annual leave

A recent European Court of Justice (ECJ) decision concluded in [Case C-609/17](#) that Finland had adequately transposed the Working Time Directive's provisions protecting minimum annual leave entitlements for workers who take sick time while on annual leave. Finnish law recognizes the right to postpone the directive's minimum four-week annual holiday during sick leave but does allow forfeiture of Finland's fifth week of statutory leave during sick leave.

France: Watch



Pension reform outlined

The Prime Minister has [summarized](#) the government's plan for pension reform. Among the highlights:

- The new plan would impact workers born after 1974.
- Forty-two pension schemes would be consolidated into one pension system.
- There would be a minimum monthly pension of €1,000 (US \$1,100) beginning in 2022 for those who "worked a full career".
- Replacement rate for pension benefits would be at least 85% of the minimum wage.
- Benefits would be indexed to wages instead of inflation.
- Only workers born in 2004 and after would contribute to the new system.
- The legal retirement age would remain 62 but full benefits would not be available until age 64 from 2027.
- Sixty-two would remain the age of retirement (with full pension) for employees entering the workforce before age 18 and those with "hardship" jobs.
- Workers with a yearly salary in excess of 120,000 euros (US \$133,739) would contribute more.

Germany: Note



Tax incentive for pension contributions

The Official Gazette has published Act on the introduction of an allowance in the statutory health insurance for the promotion of occupational pension [schemes](#). From January 1, 2020, there is a maximum monthly allowance of EUR 159 (US \$176) for pension contributions. There are provisions for qualifying payments made before 2020 to benefit from this tax break. The monthly cap will be pegged to the social security reference value and indexed annually.

Key Updates

Greece: Respond



Parliament approves tax package

Parliament recently passed a set of tax measures that went into effect on January 1, 2020 (except where noted):

- When stock options are held at least 24 months, the benefits from exercise are subject to capital gains tax rather than income tax.
- In small startups, those stock options held at least 36 months are eligible for a special 5% tax rate.
- The first EUR 300 of benefits in kind are tax-exempt.
- The tax-exempt cap for "tool cars" (those used specifically for work) has risen from EUR 12,000 to EUR 17,000.
- Employee loans are taxed on the difference between the interest paid and the average market interest rate.
- Employer reimbursement of mass transit passes is tax-exempt.
- From the date of the law's publication, a refinement of tax residency rules includes the clarification that a cumulative 183 days in Greece within a 12-month period makes one a tax resident.

Hong Kong: Watch



Employment (Amendment) Bill 2019

The government gazetted Employment (Amendment) Bill 2019 on [December 27, 2019](#), which proposes amendments to statutory maternity benefits. Among the highlights:

- The maternity leave entitlement would increase to 14 weeks from 10.
- The pay for the extended period would be calculated at the rate of four-fifths of the employee's daily wages subject to a cap of HK \$36,822 (US \$4,734.45).
- The period of pregnancy mentioned in the definition of "miscarriage" would be shortened from 28 weeks to 24 weeks.
- The employer would be obliged to pay sickness allowance for days on which a female employee attends a medical examination relating to her pregnancy if she produces a certificate of attendance. The Bill outlines the requirements for the certificate.

It is expected to be introduced into the Legislative Council for first reading this month.

Key Updates

Hungary: Note



Social Security Act

Parliament has passed a new Social Security Act. Among the highlights:

- One social security contribution of 18.5 % will replace four separate levies.
- Working pensioners will pay 15 % personal income tax on salaries.
- A full range of healthcare services will be provided for private individuals at a contribution rate of 7710 forints-a-month (US \$26.13) beginning on January 1, 2020 (unless they fail to make payments for three consecutive months).
- No health insurance contribution payment is required for “pensioners, people receiving various childcare benefits, the socially needy, and the homeless”.

Hungary: Note



Greater working hours flexibility for parents

An amendment to the Labour Code that went into effect on January 1, 2020 sets out the scope of parental entitlement to reasonable accommodation of requests for a temporary switch to part-time (half-time) work. They may claim reduced hours until the child reaches age four and if there are at least three children, part-time may continue until the youngest child is age six.

Another amendment ratified the standard practice of ensuring that a noncompete clause is in writing.

India: Watch



Draft guidance on health insurance contracts

The Insurance Regulatory and Development Authority of India (IRDAI) has issued draft guidelines to “standardize” general clauses included in the health insurance policy contracts of indemnity-based health [products](#). The Guidelines on Standardization of General Clauses in Health Insurance Policy Contracts aim to simplify the language in the clauses and to ensure both uniformity and transparency. These include a 30-day cap on claims settlement and 15 days' notice for cancellation of policies. The IRDAI has invited stakeholders to submit their comments on the proposed guidelines by January 25, 2020.

Key Updates

Indonesia: Respond



New wage base for health insurance contributions

Regulation [No. 75 of 2019](#) sharply increased the wage base for health insurance contributions. From January 1, 2020, the monthly salary subject to the 4% employer contribution and 1% employee contributions rose from 8 million rupiah to 12 million rupiah (U.S. \$863.05). Aon Indonesia has produced a [bulletin](#) on this development.

Ireland: Watch



Bill would stall retirement age hike

The Pensionable Age Taskforce Bill [2019](#), a private member's bill that would block the administration's planned retirement age increases, has reached the significant stage of being slated for debate in the coming weeks. The pension age increases from 66 to 67 in January 2021, and then to 68 in 2028 were allegedly agreed without adequate consultation and its critics have flagged some unintended consequences such as leaving the many workers who are contracted to retire at 65 subsisting on a jobseeker's allowance until they qualify for a state pension. The bill would establish a task force to review retirement age issues.

Italy: Note



New worker rights under gig economy

Law No. 128 of 2 November 2019, transposing Decree-Law No. 101 of September 3, 2019, provides for “minimum levels of protection” for riders (independent contractors who deliver goods on behalf of third parties using two-wheeled vehicles in urban areas). The new law follows Italian tribunal decisions stating that riders are entitled to “some of the rights” contained in the relevant sector’s collective bargaining agreement. Notable provisions:

- Employment contracts for riders will be in writing and must comply with laws pertaining to personal data protection, anti-discrimination, and guaranteed access to platforms. If the company violates the contract, riders can be awarded compensation (not to exceed the amount they earned in the previous year).
- Workers must also receive all information necessary for the protection of their interests, rights, and safety.
- As of November 2020, they will be paid a minimum hourly compensation based on the “minimum tables” established by national collective agreements of similar sectors. They will also receive a “supplementary indemnity” of at least 10% for working at night, during public holidays or in inclement weather.
- Beginning February 1, 2020, riders will be covered for accidents at work and occupational diseases.

The date of entry into force has not yet been set.

Key Updates

Lithuania: Note



Tax break for wellness benefits ends

The State Tax Inspectorate has published a generalized [comment](#) on removal of the tax exemption for wellness benefits that are commonly included in health insurance. Insurance premiums are tax-exempt up to 25% of annual gross income but health insurers will now need to indicate what part of their premium is for nonmedical wellness benefits such as gym memberships and massages. In addition, hygienic and cosmetic goods such as shampoo and toothpaste provided as part of medical services, will also lose their tax exemption.

Mauritius: Respond



Portable Retirement Gratuity Fund postponed

The Cabinet has [concluded](#) that the January 1, 2020 launch date for the Portable Retirement Gratuity Fund (PRGF) was premature so they pushed it back to April 1, 2020. From that date, employers will make monthly PRGF contributions, tentatively set at 4.8% for workers earning up to MUR 200,000 (US \$5,502.51) per month. Also, they must pay contributions for the “past years of service” of the employee. This contribution is based on the worker’s last monthly salary. Workers earning over MUR 200,000 per month and those in qualifying employer-sponsored pension schemes will be exempt from the compulsory contributions.

Netherlands: Note



Guidance on contribution changes

The Ministry of Social Affairs and Employment has issued an addendum to the Balanced Labor Market Act (“Act”). It introduces a leniency scheme which addresses issues resulting from the administrative demands the Act imposes on employers who want to take advantage of the lower unemployment contribution rate of 2.94%. Employers have three additional months to comply with the administrative requirements. They can pay the lower rate now even if the permanent contract is not yet fully documented. However, the written contract (signed by both parties) must be in the payroll system by April 1, 2020 (previously January 1, 2020).

Key Updates

Netherlands: Respond



New posted worker rules

The Ministry of Social Affairs and Employment issued a [decree](#) last month setting out administrative and reporting requirements for both home and host companies when workers are posted to the Netherlands. Employers may submit notifications [here](#) and they will become mandatory after March 1, 2020.

Nigeria: Respond



Death Benefit Accounts banned

The National Pension Commission (PenCom) has published a Notice to the [General Public](#) advising pension fund administrators that, effective January 31, 2020, they may no longer open death benefit accounts for the beneficiaries of deceased workers. Death benefit accounts have commonly been employed as substitute for the retirement savings accounts that employers must open for all workers within six months of hire.

Norway: Watch



Pension investment regime consultation

The Ministry of Finance has opened a [consultation](#) on draft regulations for pension products. It proposes a number of measures for expanding choice and improving prospects for return on investment without significantly increasing risk exposure for members. Stakeholder feedback is welcome through April 8, 2020.

Panama: Note



Rights for disabled workers

Executive Decree [N°333](#) of December 5, 2019 is a package of implementing regulations for a 2016 law on equal treatment for persons with disabilities. Disabled workers in the private and public sector as well as those persons they have registered as responsible for accompanying them to doctors' appointments and therapy sessions are now eligible for double the annual entitlement to sick leave. The decree came into force on December 6, 2019.

Key Updates

Romania: Note



Pillar 4 pension

A new law setting a regulatory framework for voluntary "pillar 4" occupational pension schemes (transposing the EU IORP rules) is slated to come into effect on February 7, 2020. Some notable provisions:

- While the scheme is voluntary for both employer and employee, any employer offering it must include a description of the plan in employment contracts.
- Contribution rates may total no more than one-third of a worker's gross salary and may not exceed half of net salary.
- Employers are welcome to vary their contribution rates by such factors as seniority or position.

Russia: Respond



Electronic employment records law

The President has signed legislation amending the Labour Code to require employers to transition from hardcopy to electronic [employment records](#). Among the highlights:

- Employers must notify employees in writing of changes in the law by June 30, 2020.
- Workers will have until December 31, 2020, to submit an application electing to maintain their employment records in paper form or change to electronic.
- Effective January 1, 2021, employers must maintain electronic workbooks for all new employees.

Employers will have new reporting obligations to the Pension Fund of the Russian Federation (PFR). Beginning January 1, 2021, the employer must inform PFR of transfers, hiring, or terminations.

Russia: Watch



Proposal to index pensions to inflation

The President has proposed constitutional [amendments](#) that would require the government to annually adjust pensions to inflation and maintain the minimum wage at or above subsistence level. A national vote on the amendments is expected before May 1, 2020, but some officials don't think a referendum will be necessary.

Key Updates

Saudi Arabia: Note



Night shift regulations

The Labor Ministry's Resolution [#18632](#) sets regulations for employment during the "night shift" period, defined as 11PM to 6AM. There must be a 12-hour gap between these shifts and a person may be kept on night shift for no more than three consecutive months. There is a premium for night-shift work as well as full subsidy of commuting expenses. Minimum terms are set for accessibility to food and medical care. The resolution came into effect on January 1, 2020.

Saudi Arabia: Note



Nitaqat yellow band removed

The Minister of Labor and Social Development has eliminated the yellow band of the Nitaqat program effective January 26, 2020. Companies that are "yellow-rated" will automatically be downgraded to the red band and not allowed to submit new visa applications for foreign nationals, change their occupations, or renew work permits until their ratings improve.

Serbia: Respond



Budget package passed

Parliament has passed a set of budget measures that came into force on January 1, 2020. Among the highlights:

- The employer social security contribution rate was cut from 12% to 11.5%.
 - Founders of qualifying startups are exempt from income tax and social security contributions for the first 36 months.
 - Companies hiring someone who was unemployed for the duration of 2019 may qualify for a three-year schedule of income tax and social security tax deductions.
 - There will be a new formula for pension indexation (Swiss model) where the consumer price index and wage growth will have equal weight.
 - The basis for calculating tax and contributions for expatriates returning to Serbia to work will be cut by 70%.
 - Tax incentives for employer offering commuter benefits will be sweetened.
-

Key Updates

South Africa: Respond



New parental leave benefits

The Labour Law Amendment Act of 2018, which was effective on [November 1, 2019](#), provides parental benefits to employees who have worked at least thirteen weeks. Among the highlights:

- New fathers will be entitled to 10 consecutive days of unpaid paternity leave starting on the day the child is born.
- When parents adopt a child (two years old or younger), one may take leave for ten consecutive weeks and the other is entitled to 10 consecutive days beginning on the date that a “competent” court grants the adoption order.
- One parent of a child born through surrogacy is allowed ten consecutive weeks leave and the other may take 10 consecutive days starting on the date a child is born.

In addition, the Minister of Labour and Employment published amendments to regulations for claiming unemployment insurance benefits for periods of parental leave under the Unemployment Insurance [Act](#) 63 of 2001. They supply the application forms for parental, commissioning parental or adoption benefits.

South Africa: Note



Circular sets minimum health insurance standards

The Council for Medical Schemes (CMS) has published [Circular 80 of 2019](#) which terminates Low-Cost Benefit Options (LCBO) for low-income market segments. It will prohibit health insurance products not fully compliant with the Medical Schemes Act after March 2021. The CMS wants to align these products “with the broader health policy discussion that seeks to ensure adequate access to care, irrespective of the economic status of the population”. It is working to develop alternate models which focus on primary healthcare (PHC).

South Africa: Respond



New wage reporting requirements

The Department of Employment and Labour has [reminded](#) employers that the more detailed EEA4 wage reporting [form](#) had a January 15, 2020 for submission. The reports will now help the department identify and remedy excess wage gaps by detailing total remuneration of highest and lowest-paid individual workers as well as the average for the top and bottom 10%.

Key Updates

South Africa: Note



Guidelines for controlling ergonomic risk

Last month, the Department of Employment and Labour published Ergonomic Regulations [2019](#) providing guidelines for controlling ergonomic risk in the workplace. It sets out new employer risk assessment, recordkeeping, and medical surveillance requirements. The regulations went into effect on December 6, 2019.

Switzerland: Note



"Swiss first" rules extended to unskilled workers

The "Swiss First" requirement that jobs in professions with at least 8% unemployment be posted in regional unemployment centers before they may be offered to foreign workers will lower that threshold to 5% from the start of this year. In addition, the rule will apply to virtually all unskilled occupations.

United Arab Emirates: Note



Life insurance regulations

Comprehensive life insurance regulations are slated to come into effect on April 16, 2020. Some key provisions:

- Limits on commissions and fees, including those paid to distribution channels.
- The obligation to supply detailed product illustrations as well as definitions of key terms.
- A 30-day free-look period allowing new policyholders to cancel a policy with full refund.
- Disclosure of fund performance and explanation of "Protection Benefit Ratio".

While this is an important evolutionary step for the sector, some short-term upheaval is expected.

Key Updates

United Kingdom: Watch



IR35 review

HM Treasury has opened a stakeholder [consultation](#) on the IR35 off-payroll working rules, particularly the disguised employment rules that are set to come into effect on April 6, 2020. Medium and large private-sector employers will be responsible for determining the tax status of their contractors from that date and there are widespread concerns that they are ill-prepared for compliance.

United Kingdom: Watch



Pension Protection Fund (PPF) Insolvency Risk Consultation

Information from the PPF on this topic can be found [here](#) and an Aon bulletin on this topic can be found [here](#).

United Kingdom: Watch



Transfer of Undertakings Protection of Employment (TUPE) ruling benefits some contract workers

An employment tribunal [decision](#) has recognized a broader definition of employee than is usually recognized under Transfer of Undertakings (Protection of Employment) Regulations 2006 (TUPE). It found that some contract workers have the same acquired rights protection (and information and consultation requirements) as those under employment contracts. While not a binding precedent, the decision is viewed as spurring further examination of the issue.

United Kingdom: Note



Pension Protection Fund final levy determination for 2020/21

The PPF has published its final levy determination for 2020/21. The levy calculation is substantively unchanged from 2019/20. At an overall level, the PPF estimates that total levies will be around 8% higher than in 2019/20, but the impact will vary significantly between schemes.

Companies can now estimate levies for their schemes and consider any mitigating actions including ensuring that:

- the information held by Experian is correct; and
- trustees are taking appropriate actions in relation to contingent assets, deficit-reduction contributions, and the bespoke investment stress test.

Key Updates

United States of America: Note



Congress passes budget proposal; It includes retirement incentives and repeals three Affordable Care Act (ACA) taxes.

Congress unveiled a sweeping budget proposal on December 16, 2019, which not only provides funding for the various government agencies, but also includes a number of provisions impacting the Affordable Care Act (ACA) and retirement plans. The bill includes language that permanently repeals three major health taxes meant to help finance the ACA. The provisions being repealed include the “Cadillac” tax on employer plans, the 2.3% medical device tax, and a health insurance tax. Measures addressing surprise medical bills or lower prescription drug costs are not currently included in the bill language. On the retirement front, the bill provides tax incentives for retirement plans, including rewarding businesses with tax credits for creating new 401(k) savings accounts and allowing employees to wait until the age of 72 before drawing down retirement funds. Provisions bolstering the retirement benefits for coal miners is also consolidated into the legislation.

The House passed the measure on Tuesday. The Senate is expected to approve the legislation this week to send to the President for enactment, thus avoiding a government shutdown by December 20.

Please note that this summary provides a high-level overview of the numerous provisions found in the legislation and is not meant to offer specific analysis or include all measures found in the bill text. Legislative happenings can develop and change rapidly.

(Since this bulletin's release, the Senate has passed the bill and the President has signed it.)

United States of America: Note



Final joint employer rules

On January 12, 2020, the Department of Labor (DOL) released a final rule to update the regulations interpreting joint employer status under the Fair Labor Standards Act (FLSA). According to the DOL, this is the first update to the regulations in more than 60 years. The final rule provides updated guidance for determining joint employer status when an employee performs work for his or her employer that simultaneously benefits another individual or entity, including guidance on the identification of certain factors that are not relevant when determining joint employer status. In the final rule, the DOL:

- Specifies that when an employee performs work for the employer that simultaneously benefits another person, that person will be considered a joint employer when that person is acting directly or indirectly in the interest of the employer in relation to the employee;
- Provides a four-factor balancing test to determine when a person is acting directly or indirectly in the interest of an employer in relation to the employee;
- Clarifies that an employee’s “economic dependence” on a potential joint employer does not determine whether it is a joint employer under the FLSA;
- Specifies that an employer’s franchisor, brand and supply, or similar business model and certain contractual agreements or business practices do not make joint employer status under the FLSA more or less likely; and
- Provides several examples applying the DOL’s guidance for determining FLSA joint employer status in a variety of different factual situations.

The final rule becomes effective on March 16, 2020.

The final rule will be published in the January 16, 2020, Federal Register.

The news release is available [here](#).

Key Updates

United States of America: Note



2020 Aon Compliance Calendar—Significant Retirement and Health & Welfare Due Dates

Aon publishes its Compliance Calendar to alert plan sponsors and other interested parties of some of the more significant Internal Revenue Service, Department of Labor, and other federal regulatory agency due dates and deadlines for benefit-related compliance obligations. The purpose of this calendar is to help plan sponsors maintain compliance with significant due dates and to avoid costly penalties for noncompliance resulting from missing any key deadlines.

The 2020 Aon Compliance Calendar is available [here](#).


Uzbekistan: Respond



Labor contract registration requirements


The President issued decree No. ПП-4502 on October 31, 2019 requiring new labor contracts to be registered in the Unified National Labor System (UNLS) by January 1, 2020. Existing contracts must be changed or terminated by September 1, 2020. In addition, the Cabinet passed Resolution No. 971, introducing a “mechanism” for contract with the interdepartmental hardware-software complex Unified National Labor System (UNLS).

Other Notable Updates

Area	Country	Date	Name
	Azerbaijan	1/23	Temporary Value-Added Tax (VAT) exemption on medical services
	Azerbaijan	1/23	Compulsory medical insurance package
	India	1/30	January 2020 Benefits Pulse
	United States of America	1/16	Fifth Circuit Rules Affordable Care Act's (ACA's) Mandate Unconstitutional but Punts on Severability Issue
	United States of America	1/30	2020 Medicare Part D Disclosure Reminder

	Aruba	1/16	Temporary tax reduction on pension distributions
	Canada	1/9	British Columbia funding rules
	Canada	1/9	Royal Assent for Ontario pension bills
	China	1/9	Scope of social security eligibility expanded
	Denmark	1/16	30-year bonds to return
	Israel	1/23	Guidance on provident fund tax regime
	Israel	1/30	Pension limits and allowances for 2020
	Mexico	1/30	Pensioner loan cap raised
	Tajikistan	1/16	Disability, old age pensions rise
	Tunisia	1/23	Social security participation for atypical workers
	United Arab Emirates	1/23	Dubai International Financial Center (DIFC) Employee Workplace Savings Plan (DEWS) deadline deferred
	United Kingdom	1/16	Civil partnerships extended to opposite-sex couples
	United Kingdom	1/16	Pensions Regulator updates guidance on Defined Benefit to Defined Contribution transfers and conversions
	United Kingdom	1/16	Trustee guidance on investment governance
	United Kingdom	1/30	Financial Reporting Council publishes revised UK Stewardship code

Other Notable Updates

Area	Country	Date	Name
	Australia	1/9	Guidance on trusts used in employee share schemes
	Belgium	1/9	Car tax gets more complicated
	Canada	1/16	Stock options update
	Denmark	1/16	Holiday tax guidance
	Finland	1/9	Unemployment insurance premium tweaked
	Finland	1/16	Unemployment benefit eligibility extended
	Finland	1/16	Tax cut for nonresident key employees
	Finland	1/30	Parental Leave Planning Tool
	France	1/9	Tax break on bonuses
	Germany	1/16	Access smoothed for skilled foreign workers
	Germany	1/30	Guidance on taxation of electric bicycles
	Hungary	1/30	Grandparental leave
	Iceland	1/9	Employer contribution to maternity leave fund raised
	Iceland	1/23	Fringe benefit valuation guidance
	Ireland	1/9	Pay-as-you-earn (PAYE) guidance for nonresident employees
	Italy	1/16	Tax treatment of meal vouchers
	Luxembourg	1/23	Valuation change for company cars
	Netherlands	1/9	Guidance on company-provided bikes
	New Zealand	1/16	Tax treatment of travel to distant workplaces
	Peru	1/16	Expatriate data requirements
	Spain	1/9	Gig economy ruling
	Sweden	1/9	Director fees are taxable income
	Taiwan	1/16	Guidance on long-term care tax deduction
	Ukraine	1/9	Whistleblower law
	United States of America	1/9	National Labor Relations Board (NLRB) ruling on parent liability under franchise model
	United States of America	1/9	Enacted Paid Sick Leave and Paid Family Leave Laws/Ordinances (December 2019 Update)
	United States of America	1/9	Department of Labor (DOL) Publishes Final Rule Updating Regular Rate Requirements Under Fair Labor Standards Act (FLSA).



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