



WORLDWIDE ERC®

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MINUTES

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1. Welcome and Roll Call

Forum Chair Nino Nelissen welcomed everyone to the meeting which was followed by Forum members introducing themselves.

Forum Members in Attendance

Nino Nelissen, Chair

Dale Collins, Vice Chair

Faisal Addas

Eric Arnold

Douglas Barnett

John Brennan

Anabel Burr

Sue Carey

Ana Castellano

Renita Charrlin

Mary Lou Cohen

Max Cohen

Sean Collins

Dianne Couto-

Foutz

Walter Dannemiller

Rian de Jong

Zoltan Erdesz

Chris Foust

Sheila Gaarder

Charles Griffin

Edna Gutierrez

Zabella Hassan

Ed Hannibal

Bobbie Haworth

Catherine Killeen

Maggie King

Zach Knudson

Nea Larson

Ernie Lorenzo

Rick Miller

Meredith Milord

Meghan Murphy

Bob Nish

Isabelle Opitz-

Ferzandi

Jaclyn Pack

Francheska

Pimentel

Jordi Roca

Hank Roth

Wiesel Scheepers

Kathrin Schumann

Melissa Seitz

Medford

Patricia Smith

Michael Stewart

Justin Stidham

Andrew Walker

Michelle Wallace

Jill Weir-McLean

Mark Woelfel

Manuela Zacherl

Worldwide ERC® Staff

Peggy Smith

Tristan North

Pete Scott

Aidan Camas

Karen Cygal

2. Worldwide ERC® Anti-Trust Statement

Aidan Camas read the anti-trust statement aloud for Forum members.

3. Review and Approval of Past Meeting Minutes

Nino asked for a motion to approve the minutes from the May 2019 meeting in Atlanta, GA. A motion was made, seconded and approved.

4. BREXIT

Dale Collins updated the Forum on Brexit. The status of Brexit continues to remain constantly in flux. Deadline has now been extended to October 31, 2019. The UK will have to ask for an additional extension by 10/17 if no deal is reached. Boris Johnson is now Prime Minister, the 3rd Prime Minister as a result of Brexit. All 27 member states must approve an extension to Brexit, so it is by no means guaranteed. UK Parliament has taken steps to reign in Mr. Johnson and try and prevent him from leaving without a deal.

Brexit will impact every aspect of British life. Once Brexit occurs, the UK will have to reestablish public services and local authorities that are currently handled by the EU. The NHS is dependent on foreign health care providers so it will be crucial that this talent is still able to arrive in the UK.

The Irish Backstop remains a key sticking point. The backstop is an insurance plan that would prevent the return of a hard border between Ireland and Northern Ireland. The backstop would keep Northern Ireland in the European Single Market until a free trade agreement is signed, which would mean that Northern Ireland would be treated differently than the rest of the United Kingdom. The Democratic Unionist Party (DUP) which are Northern Irish Members of Parliament, will not vote for this agreement and the Conservatives do not have enough votes to approve a deal without them.

There is still a tremendous amount of uncertainty over the outcome of Brexit. It is possible that there will be a general election soon if no deal can be reached.

5. EU Updates

a. State of the Union

After the European election earlier this year, traditional power blocs no longer exist meaning a coalition will be required to govern. It is taking longer than usual to select the new members of the European Commission.

The European Labor Authority is becoming a reality. Bratislava has been selected as location for the headquarters. The Authority will likely be up and running by 2023.

While unemployment is down throughout the EU, there are some signs that point towards a possible recession in the future. That being said, there are some positive signs in places like Italy and Greece.

Changes to the Posted Worker Directive going into effect next year. The primary goal of the revisions is to protect workers by giving a core set of rights and to prevent

unfair competition. Starting in 2020, employers will need to ensure employees on long term postings are being fairly compensated at the same rate/benefits of local employees. This is creating challenges throughout the EU.

Many EU countries have elections coming up this year and it will be important to monitor those results. Israel just had a second election after being unable to form a coalition government. Belgium is also having problems forming a government and called for another election. Spain's election in November will be the country's fourth in four years. Demonstrations are still ongoing in Catalonia.

b. European Labor Authority

Announced in 2017 with a goal of ensuring that EU rules on labor mobility are enforced in a fair, simple, and effective way. A legislative proposal was introduced on March 18, 2019. Should be up and running this year and fully operational by 2023.

The Labor Authority will help to facilitate access to information on rights and obligations and relevant services for individuals and employers, support cooperation between EU countries in the cross-border enforcement of Union law, and mediate and facilitate solutions in cases of cross border disputes between national authorities or labor market disruptions.

c. GDPR Update

Facebook fined £500,000 for the recent Cambridge Analytica scandal. Marriott/Starwood issued a £100m fine for a data breach that potential impacted 339 million customers. Microsoft is continuing to be investigated for possibly collection personal data without clear permission to do so.

d. Energy Transition

Climate change is top of mind for many countries now and many countries are working on climate agreements.

e. Housing Market

The housing market is getting quite expensive in many major cities such as Paris, London, Stockholm, and Amsterdam.

f. China and Hong Kong

Sean Collins gave an update on the situation in Hong Kong. While the extradition Bill that set off the initial protests has been withdrawn, protests are still ongoing with new demands. A recent benchmark study results make it seem as if protests have not yet impacted assignments in the region. The ongoing NBA situation demonstrates how

precarious things are. Companies are starting to put contingencies in place in case the situation gets worse.

The ongoing trade war between the U.S. and China appears to be impacting volume in the region.

6. Turkey/Syria

The ongoing refugee crisis is important to closely monitor as it has implications for Turkey's relationship with the EU.

7. Update on Worldwide ERC® Advocacy and Inaugural Hill Day

Peggy Smith and Tristan North updated the Forum on Worldwide ERC®'s advocacy efforts. Worldwide ERC® is working to better promote the advocacy work the organization does and the Government Affairs page on the website has been made more prominent (<https://www.worldwideerc.org/government-affairs/>). Worldwide ERC® is now releasing quarterly Legislative Agendas ([See 2019 Q3 Agenda](#)) to keep membership better informed. Forum attendees are encouraged to share this work on their social media channels.

As part of this effort, Worldwide ERC® will be hosting bi-annual Hill Days where members will come to Washington, DC, to advocate on behalf of the industry. Worldwide ERC® held its inaugural Hill Day on October 2, and it went well. 15 attendees met with almost 30 Congressional offices to discuss:

- [Simplifying State Income Tax for Traveling Workers](#)
- [Protecting Personally Identifiable Information of Transferees](#)
- Fairness for High-Skilled Immigration Act (H.R. 1044, S. 386)
- Reforming Fannie Mae and Freddie Mac

[Read the full recap here.](#) The next Hill day will be in April/May of 2020. Worldwide ERC® looks forward to growing this program going forward.

8. Additional Items from Members

Nothing additional at this time.

9. Issue Matrix Review

No updates to the matrix were made at this time.

10. Adjournment

Adjourned at 9:33am EDT.