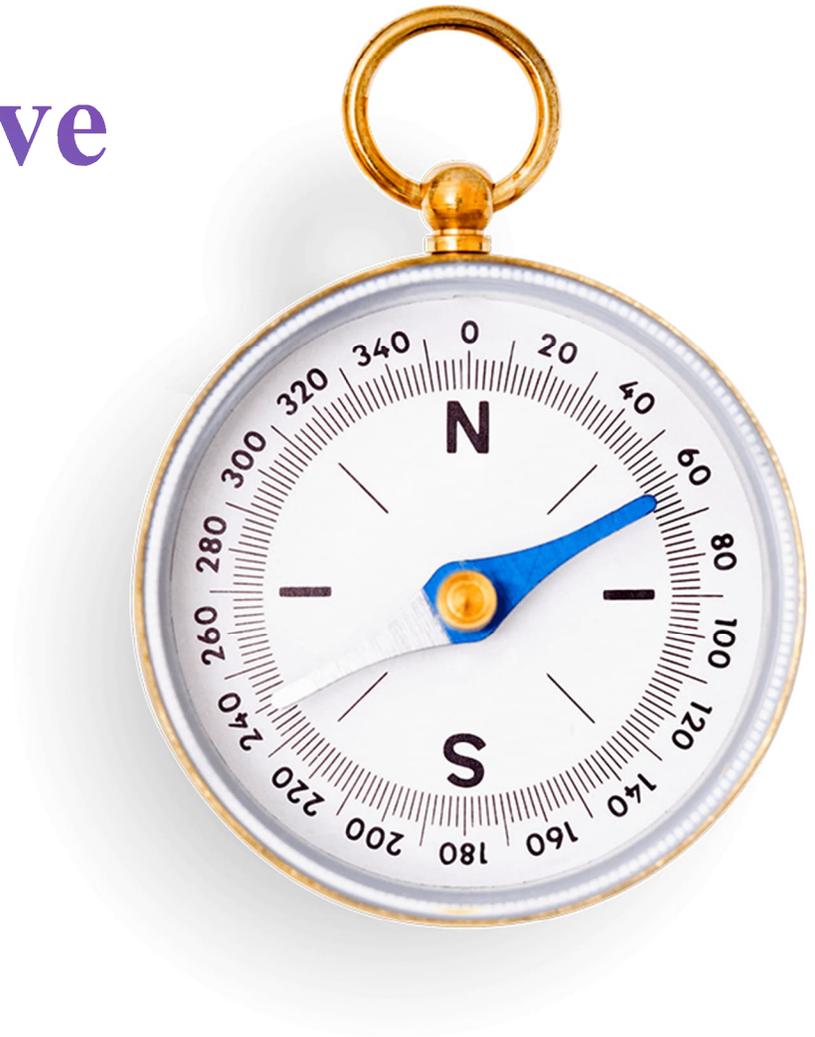




Law & Policy Group

# Global Legislative Update

By Stephanie Rosseau and Fiona Webster  
May 2023



# In this document

Mercer's *Global Legislative Update* covers legal developments affecting retirement, health, executive rewards, talent, diversity and inclusion, and other HR programs that affect local and/or expatriate employees. Links to developments with upcoming effective dates covered in past updates are also included to remind employers of impending deadlines. These icons indicate whether employer action is required.



Employer action required



Potential implications for employers



Developments to monitor

Please note: Mercer is not a law firm and therefore cannot provide legal advice. Please consult legal counsel before taking any actions based on the commentary and recommendations in this report.

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## Section 1

# Highlights

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<b>France</b>	<a href="#">Pay-slip disclosure rules for employers proposed</a> <a href="#">Minimum wage increased</a> <a href="#">Increased pension age and contribution period proposed</a>
<b>Greece</b>	<a href="#">Private-sector employees given paid time-off for gynecological medical visit</a>
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<b>Israel</b>	<a href="#">Minimum wage increased</a> <a href="#">Private medical insurance coverage reforms enacted</a>
<b>Netherlands</b>	<a href="#">Minimum wage to increase</a>
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<b>EMEA (continued)</b>	
<b>South Africa</b>	<a href="#"><u>Amended employment equity measures enacted</u></a>
<b>Switzerland</b>	<a href="#"><u>Occupational pension reforms pass parliament</u></a> <a href="#"><u>First-pillar pension scheme reforms approved</u></a>
<b>United Kingdom</b>	<a href="#"><u>Pension regulator's funding statement released, and funding code delayed to April 2024</u></a> <a href="#"><u>Government issues guidance on voluntary ethnicity pay reporting</u></a>

## Section 2

# Global

### Organisation for Economic Cooperation and Development (OECD)

Status



Proposal

Development

#### Career

##### Revisions to responsible business conduct guidelines for multinational enterprises proposed

A six-week consultation on proposed revisions to the OECD’s Guidelines for Multinational Enterprises closed on 10 February 2023. The consultation follows an earlier review of the guidelines during 2021–2022. First issued in 1976, the guidelines set out recommendations on responsible business conduct in all areas, including human rights, employment rights, the environment, bribery, taxation and technology.

The National Contact Points (NCPs) for Responsible Business Conduct in each OECD member country allow individuals and other stakeholders (including trade unions) to file complaints against companies for alleged breaches of the guidelines. Over 575 complaints have been made, and the rate has increased in recent years, with the highest complaints in the areas of employment and industrial relations, the environment, and human rights.

The guidelines have been revised several times, most recently in 2011. The proposed revisions would impact all chapters of the guidelines, although no chapter is subject to a complete revision. Highlights of the proposed revisions relevant to employment include:

- Workers would have the free choice to join a trade union or other representative organization.
- Employers would have to provide a safe and healthy working environment and recognize occupational safety and health as an International Labour Organization (ILO) Fundamental Principle and Right at Work.
- Training would target the upskilling and reskilling of employees to anticipate future changes in operations and employer needs (including societal, environmental, and technological changes, risks, and opportunities linked to automation, digitalization, just transition, and sustainable development).
- Expanded guidelines would include a company’s value chain, not just supply chains.
- Companies would have to make public their policy commitment with respect to human rights.
- The OECD would make the different NCPs more equal to preclude forum/NCP “shopping” for the most favorable country.

Resources

[Targeted update of the OECD guidelines for multinational enterprises \(OECD\)](#)

Reproductive rights	
Status	 Ongoing initiatives
Development	<p><b>Health</b></p> <p><b>Global employer resources on reproductive rights post <i>Dobbs</i> ruling</b></p> <p>In June 2022, the US Supreme Court's <i>Dobbs v. Jackson Women's Health Organization</i> decision overturned <i>Roe v. Wade</i>, finding no federal constitutional right to abortion and allowing states to regulate and ban abortions at all stages of pregnancy. To provide multinational employers some information on countries' positions on reproductive rights and the varying employee health benefit plan issues involved, the roundup cited below provides links to organizations, government websites, third-party analyses, news articles and viewpoints.</p>
Resources	<a href="#">Roundup</a> , regularly updated
Minimum wage rates	
Status	 Ongoing initiatives
Development	<p><b>Career</b></p> <p><b>Global employer resources on minimum wage increases</b></p> <p>To help multinational employers address the different minimum wage rates around the world, the roundup below provides some information and links to resources from organizations, government websites, third-party resources and news articles.</p>
Resources	<a href="#">Roundup</a> , regularly updated
Remote working	
Status	 Ongoing initiatives
Development	<p><b>Career — Health — Wealth</b></p> <p><b>Countries address remote-working issues</b></p> <p>Remote working has become a more of permanent feature for many employees and employers after various countries introduced COVID-19 measures. Remote working poses challenges and considerations for employers devising or adjusting policies. Issues to consider include the definition of remote work, eligibility criteria, hybrid working arrangements, employee engagement and performance, cybersecurity, health and safety, the right to disconnect, the impact of employees relocating to a different country or state, and the post-pandemic return to the workplace. Several jurisdictions have introduced remote-working legislation that clarifies post-pandemic employer and employee requirements, and others are expected to follow suit. To help employers, the roundup below provides analyses and links to general information about ongoing remote-working rights and trends in some countries, including resources from Marsh McLennan, organizations, government websites, news articles and other parties.</p>
Resources	<a href="#">Roundup</a> , regularly updated

## Section 3

# Americas

### Argentina (new)

**Status**  **Currently effective**

**Development**

**Health**

**Employers' contribution to occupational disease fund increased**

From 1 April 2023, the employers' fixed sum contributions to the occupational disease fund (FFEP) for each employee increased to AR\$200, up from AR\$193.

**Resources**

[graciela.magonza@mercermarshbeneficios.com](mailto:graciela.magonza@mercermarshbeneficios.com)  
[Disposition 3/2023](#) (Spanish) (Official Bulletin, 15 March 2023)

### Argentina (new)

**Status**  **Currently effective**

**Development**

**Health**

**Private prepaid health system fees increased**

The cost of prepaid medicine will increase by 4.76% from 1 May 2023, under Resolution 2577/2022 issued by the Ministry of Health.

**Resources**

[graciela.magonza@mercermarshbeneficios.com](mailto:graciela.magonza@mercermarshbeneficios.com)  
[Resolution 2577/2022](#) (Spanish) (Government, 9 November 2022)

### Argentina (previously covered, with upcoming effective date)

**Development**

**Career — Health**

- [Employers with collective bargaining agreement given temporary alternative to day care mandate](#) — key date: 31 July 2023

### Bermuda (previously covered, with upcoming effective date)

**Development**

**Career — Health**

- [Minimum wage rate announced](#) — key date: 1 June 2023

Brazil (new)	
Status	 <b>Currently effective</b>
Development	<b>Career</b> <b>Minimum wage increases</b> Brazil's minimum wage increased to BRL1320 on 1 May 2023. The increase is included in Provisional Measure No. 1172, and follows several months of uncertainty.
Resources	<a href="#">Provisional measure no. 1.172 of 1 May 2023 (Portuguese) (Legislature)</a>
Canada (previously covered, with upcoming effective date)	
Development	<b>Career</b> <ul style="list-style-type: none"><li>• <a href="#">Minimum wage to increase in Ontario</a> — key date: 1 October 2023</li></ul> <b>Career — Health</b> <ul style="list-style-type: none"><li>• <a href="#">New statutory holiday designated in British Columbia</a> — key date: 30 September 2023</li></ul> <b>Health</b> <ul style="list-style-type: none"><li>• <a href="#">Québec's 2023–2024 budget includes pension plan changes</a> — key date: 1 January 2024</li></ul>

Canada (new)	
Status	 <b>Effective 27 April 2027 — four years after Royal Assent</b>
Development	<p><b>Wealth</b></p> <p><b>Pension super priority federal legislation enacted</b></p> <p>Bill C-228 received Royal Assent on 27 April 2023 and gives “super priority” (ahead of secured creditors) to wind up deficits in defined benefit (DB) pension plans in case of a sponsor’s bankruptcy or arrangements with creditors. The amount of super-priority is calculated as though the plan was registered and wound up under the federal Pension Benefit Standards Act (1985) on the date of bankruptcy, regardless of the actual province of registration. As such, the super-priority amount may be higher than the solvency deficit measured under provincial regulations.</p> <p>While not effective until 27 April 2027, the law will likely affect borrowing capacity or loan conditions in the very near term as lenders take into consideration the potential reduced security backing their loans.</p> <p>The law will apply to all corporations that sponsor Canadian DB plans. Unless otherwise exempted by regulation, municipal and provincial DB plans, jointly sponsored plans and multiemployer DB plans may also be affected.</p> <p>Sponsors should review the requirements and regulations once released to determine whether the law may affect their borrowing costs and conditions and, if so, prepare for the impact. Affected plan sponsors should review their approach to the frequency of wind-up deficit calculations and reporting to key lenders, funding policy (e.g. letters of credit, funding more than the minimum required), asset investment policy and other risk-management policies.</p>
Resources	<p><a href="mailto:luc.girard@mercer.com">luc.girard@mercer.com</a></p> <p><a href="#">Bill C-228</a> (Legislature, 27 April 2023)</p>
Canada — British Columbia (new)	
Status	 <b>Effective 1 June 2023</b>
Development	<p><b>Career</b></p> <p><b>Minimum wage to increase</b></p> <p>The general hourly minimum wage in British Columbia will increase on 1 June 2023 to C\$16.75, up from C\$15.65. The increase is tied to British Columbia’s average annual inflation rate which was 6.9% in 2022.</p>
Resources	<a href="#">Minimum wage increases to \$16.75 per hour on June 1</a> (Government, 5 April 2023)

## Canada — Manitoba and Newfoundland and Labrador (new)

### Status



Effective 1 July 2023

### Development

#### Wealth

##### **Manitoba along with Newfoundland and Labrador to join multijurisdictional pension agreement**

Effective 1 July 2023, the multijurisdictional pension plans agreement will be amended to include the provinces of Manitoba as well as Newfoundland and Labrador. As background, to reduce administrative burdens and simplify the asset allocation rules for multijurisdictional pension plans (pension plans with members in more than one jurisdiction), Canadian provinces and the federal government (with respect of federally regulated pension plans and members) have entered into various multijurisdictional agreements over the last few decades. The most recent iteration of such an agreement is the 2020 Agreement Respecting Multi-Jurisdictional Pension Plans, which was adopted by: Alberta, British Columbia, New Brunswick, Nova Scotia, Ontario, Quebec, and Saskatchewan, as well as the federal government.

### Resources

[karine.bellavance@mercer.com](mailto:karine.bellavance@mercer.com)

[Order](#) (Government of Manitoba, 22 March 2023); [Order](#) (Government of Newfoundland and Labrador, 2 March 2023); and [2020 agreement respecting multijurisdictional pension plans](#) (Canadian Association of Pension Supervisory Authorities (CAPSA), 11 May 2020)

## Canada — Yukon (new)

### Status



**Paid sick leave rebate program effective from 1 April 2023 to 31 March 2025**

### Development

#### Career — Health

##### Temporary paid sick leave program established

Yukon has introduced a government-funded paid sick leave rebate program that provides workers earning less than or equal to the average Yukon private-sector hourly wage of C\$33.94 up to 40 hours of paid sick leave per 12-month period at no cost to the employer. Employers will have to file rebate applications. The initiative replaces the recently expired paid sick leave program launched in response to COVID-19. Unlike the previous program, the new rebate covers any illness or injury not covered by another act and is not restricted to absences due to COVID-19.

### Resources

[kristin.smith@mercer.com](mailto:kristin.smith@mercer.com)

[Government of Yukon launches new paid sick leave rebate program to support Yukon workers and employers](#)  
(Government, 25 April 2023)

## Chile (new)

### Status



Effective dates vary

### Development

#### Career — Health

##### Weekly working time to be reduced

A phased-in reduction to Chile's weekly working time to 40 hours by 2028, down from 45 hours, is among measures recently signed by the president. Working time will decrease to 44 hours in 2024, 42 hours in 2026 and 40 hours in 2028. These changes took effect with the April 26 official publication of the law:

- The weekly working schedule can be worked over a minimum of four days to a maximum of five days - currently, the minimum period is five days.
- Weekly working time (40 hours) can be averaged over a maximum four-week period, but is capped at 45 hours in one week. Employees cannot work 45 hours in any two consecutive weeks.
- Employers must provide a minimum of one week's notice to employees when changing their working schedule.
- Weekly working time can be increased to 52 hours for unionized employees, subject to the union's agreement.

These changes are effective one year after the law's publication:

- Employees can consent to receive additional vacation time (capped at five days) in lieu of overtime payment.
- Employers must also implement an electronic system for recording employees' working time. The labor bureau resolution will provide more details about the required measures.
- More categories of employees will be allowed to work overtime.
- Employees who care for children younger than 12 years are entitled to a flexible one-hour period at the start and end of each working day. If both parents are eligible, the mother can choose which parent takes the time off.

This change is effective five years after the law's publication:

- Weekly working time can be increased in exceptional circumstances but must not exceed 42 hours on average, and must be authorized by the labor bureau. Employees can be compensated for the additional working time, or receive additional vacation entitlement.

### Resources

[agustina.bellido@mercer.com](mailto:agustina.bellido@mercer.com)

[Law 21561 \(Library of the National Congress, 26 April 2023\)](#)

[President Boric enacts 40 hour law \(Government, 14 April 2023\)](#)

Dominican Republic (new)	
Status	 1 April 2023 and February 2024
Development	<p><b>Career</b></p> <p><b>Minimum wage increased</b></p> <p>The National Wage Committee announced a two-stage 19% increase to the minimum wage for nonsectorized private employees in large, medium, small and micro businesses. The first increase (15%) took effect on 1 April 2023, and the second (4%) is slated for February 2024. The new minimum wage rates are:</p> <ul style="list-style-type: none"> <li>Large employers (with more than 151 workers): DOP24,150 (up from DOP21,000) and then DOP24,990 in February 2024. Medium-sized companies (with 51 to 151 workers): DOP22,138 (up from DOP19,250) and then DOP22,908 in February 2024.</li> <li>Small businesses (with 11 to 50 workers): DOP14,835 (up from DOP12,900), and then DOP15,351 in February 2024.</li> <li>Microenterprises (up to 10 employees): DOP13,685 (up from DOP11,900), and then DOP14,161 in February 2024.</li> </ul>
Resources	<a href="#">Government announcement</a> (Spanish) (President's office, 8 March 2023)
El Salvador (new)	
Status	 Currently effective
Development	<p><b>Career — Health</b></p> <p><b>Guidelines, technical standards for employer-provided day care facilities issued</b></p> <p>El Salvador has issued regulations that include guidelines and technical standards on employers' provision of early child care centers (CAPI) for employees. Under a 2022 law, employers must provide day care facilities for employees with children between 45 days and four years old starting in June 2024. The regulations include guidelines on the installation, operation and supervision of the centers and a technical standard for their installation and operation.</p> <p>Under the 2022 law, day care facilities must be company-owned CAPIs (single or multiple employers), private providers or free public day care services. Employers' costs of setting up and running the CAPI will be tax-deductible, and employees who do not use their employer's day care facilities will not be entitled to have their child care expenses reimbursed by their employer.</p>
Resources	<a href="#">Guidelines</a> (Spanish) (Government, February 2023) and <a href="#">Law</a> (Spanish) (Government, 23 June 2023)
El Salvador (previously covered, with upcoming effective date)	
Development	<p><b>Career — Health</b></p> <ul style="list-style-type: none"> <li><a href="#">Large employers will be required to provide day care facilities</a> — key date: June 2024</li> </ul>

<b>Jamaica (previously covered, with upcoming effective date)</b>	
<b>Development</b>	<p><b>Career</b></p> <ul style="list-style-type: none"> <li>Minimum wage rate to increase — key date: 1 June 2023</li> </ul>
<b>US (new)</b>	
<b>Status</b>	 <b>Currently effective</b>
<b>Development</b>	<p><b>Health</b></p> <p><b>Supreme Court grants stay of order rescinding approval of pregnancy termination pill</b></p> <p>On 21 April 2023, the Supreme Court granted a stay of the Texas district court order that had rescinded the Federal Drug Administration's (FDA's) approval of mifepristone for pregnancy termination. The stay will remain in place through the appeal of the case to the 5th US Circuit Court of Appeals and possibly final adjudication by the Supreme Court. This means that mifepristone remains available for now (i.e., available via telehealth and mail). This is not the final word on the availability of mifepristone under federal law — the case could take a year or longer to resolve.</p> <p>Regardless of federal law, many states restrict the use and access to mifepristone (impacting both fully insured and self-insured plans), and it remains unavailable for pregnancy termination in states that ban abortion.</p>
<b>Resources</b>	<p><a href="mailto:katharine.marshall@mercerc.com">katharine.marshall@mercerc.com</a></p> <p><a href="#">Court ruling</a> (Supreme Court, 21 April 2022)</p>
<b>US (new)</b>	
<b>Status</b>	 <b>Currently effective</b>
<b>Development</b>	<p><b>Career</b></p> <p><b>Employers face tougher standard for evaluating employee misconduct during protected labor activity</b></p> <p>The National Labor Relations Board (NLRB) has returned to its traditional standard for reviewing cases involving employees disciplined or discharged for misconduct during activity otherwise protected by the National Labor Relations Act. A 2020 Trump-era decision had rejected the traditional standard, which focused on the severity of the employee's misconduct and the context in which it took place. Instead, the board adopted a standard making it easier for employers to sanction misconduct that occurs during otherwise protected labor activity. In overturning the 2020 standard, the NLRB reaffirmed the principle that employees must be given some leeway while engaging in often heated labor disputes and other protected concerted activity to safeguard their statutory rights.</p>
<b>Resources</b>	<p><a href="#">Board returns to traditional standards for evaluating employee misconduct during protected concerted activity</a> (NLRB, 1 May 2023)</p>

<b>US (new)</b>	
<b>Status</b>	 <b>Currently effective</b>
<b>Development</b>	<p><b>Wealth</b></p> <p><b>Appeals court ruling revives excessive fee claims after high court ruling</b></p> <p>In a closely watched lawsuit, the 7th US Circuit Court of Appeals found that participants in Northwestern University’s 403(b) plans can proceed with allegations that the plans’ fiduciaries violated ERISA by allowing excessive fees. The ruling follows last year’s US Supreme Court opinion in <i>Hughes v. Northwestern University</i> overturning the 7th Circuit’s earlier decision affirming dismissal of the case. The 7th Circuit joins a growing number of federal appeals courts allowing participants to pursue claims that defined contribution (DC) plan fiduciaries imprudently offered retail share class mutual funds instead of cheaper — but otherwise identical — institutional share classes. In contrast with other recent appellate decisions, the 7th Circuit revived claims that plan fiduciaries failed to rein in the plans’ recordkeeping fees. But the court affirmed dismissal of a third claim that the fiduciaries had confused participants by imprudently offering too many duplicative funds.</p> <p>The ruling underscores how the pleading standard set by the high court in <i>Northwestern</i> leaves room for some types of excessive fee claims to survive dismissal. The 7th Circuit rejected the fiduciaries’ argument in this case that excessive fee claims should be subject to a heightened pleading standard from a 2014 Supreme Court’s ruling. That standard has overwhelmingly favored plan sponsors and fiduciaries but only applies to claims involving fiduciaries with inside information that would affect a plan’s employer stock investments (claims not present in this case).</p> <p>While some claims in this case — like the consolidation of multiple recordkeepers — are unique to 403(b) plans, the 7th Circuit’s in-depth exploration of the high court’s pleading standard for excessive fee allegations may influence other courts evaluating similar fiduciary breach claims for DC plans. But other circuit courts weighing motions to dismiss could adopt conflicting interpretations that are more or less deferential to fiduciary decisions. A court’s finding that participants’ ERISA claims meet the <i>Northwestern</i> pleading standard doesn’t mean those claims will ultimately prevail, but fiduciaries may face increased pressure to settle rather than incur the expense of ongoing litigation.</p>
<b>Resources</b>	<p><a href="mailto:matthew.calloway@mercer.com">matthew.calloway@mercer.com</a>, <a href="mailto:margaret.berger@mercer.com">margaret.berger@mercer.com</a> and <a href="mailto:brian. Kearney@mercer.com">brian. Kearney@mercer.com</a></p> <p><i>Hughes v. Northwestern Univ.</i>, No. 18-2569 (7th Cir. March 23, 2023); <i>Hughes v. Northwestern Univ.</i>, 142 S. Ct. 737 (2022); and <i>Fifth Third Bancorp v. Dudenhoeffer</i>, 573 US 409 (2014)</p>

**US (new)****Status****Initiatives****Development****Health****Universal coverage debate heating up in several states**

Although Congress is unlikely to take up the issue of universal healthcare any time soon, almost a dozen states, though, are debating the viability of a public health plan that would make coverage available to all residents. Two states — Oregon and Colorado — stand out from the rest.

Oregon voters approved the Right to Healthcare Amendment in November, adding access to “cost-effective, clinically appropriate and affordable health care” to the state’s constitution. SB 704 (currently pending in committee) is the next step in the process, creating a board to propose a single-payer financing system and a universal health plan.

Colorado’s bill (HB 23-1209) passed the House by a comfortable margin on 18 April and would require the Colorado School of Public Health and a legislative task force to research, select, and analyze model legislation that proposes a publicly financed and privately delivered universal healthcare system. Seven years ago, Colorado citizens voted down a single-payer system called ColoradoCare that would have been financed in part by a 10% payroll tax.

Other states considering universal healthcare include Illinois, Massachusetts, Minnesota, New Hampshire, Rhode Island and Vermont. In Maryland and Washington, universal healthcare bills failed to make significant progress. No significant legislative proposals are pending in California and New York, although both considered bills in 2022.

These state initiatives largely grow from two concerns: the number of uninsured people (despite the Affordable Care Act (ACA)) and rising health insurance premiums and out-of-pocket costs that typically outpace inflation and wages. A radical change to adopt universal coverage would certainly disrupt the market and could ultimately crowd out employment-based coverage. A major payroll tax would be a probable source of funding.

Any state move to provide universal coverage eventually must reckon with federal law. Almost certainly, this type of state law would require an ACA Section 1332 innovation waiver from the US Department of Health and Human Services (HHS). ERISA preemption also poses a challenge for the ultimate reach of state reforms. A state reform to create some type of single-payer healthcare system would require a waiver of ERISA’s preemption doctrine that preserves employers’ right to offer self-funded, employment-based coverage. Though federal law currently doesn’t provide for an ERISA preemption waiver, but the idea has been floated before and could be again.

Employers and employees who favor employment-based coverage should stay abreast of these discussions and engage their representatives when appropriate to ensure that all viewpoints are properly considered. Even though universal healthcare remains on the horizon, the topic is gaining momentum.

**Resources**

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[Universal coverage debate heating up in several states](#) (Mercer, 27 April 2023)

US — states	
Status	 Effective dates vary.
Development	<p><b>Career</b></p> <p><b>Roundup: Employer resources on states’ recent equal pay laws</b></p> <p>The federal Equal Pay Act of 1963 requires that men and women in the same workplace receive equal pay for equal work. In April 2022, Mississippi became the last state to enact its own Equal Pay Act. In recent years, many states have taken further efforts to address equal pay, such as enacting laws that prohibit employers from asking job applicants about salary history, requiring disclosure of salary ranges and pay data, protecting employees who disclose their pay, expanding equal pay protections for characteristics other than sex, and broadening comparisons of work and pay. Stronger federal legislation — the Paycheck Fairness Act — first introduced in 1997 has failed to pass after numerous attempts — most recently in June 2021. On 15 March 2022, the Biden administration announced commitments to advance pay equity.</p> <p>This roundup primarily focuses on recent state legislative initiatives pertaining to salary history bans and salary range disclosure requirements that affect private-sector employers and provides links to state resources from organizations, government websites, third-party resources, and news articles. Although certain cities have taken action, those initiatives are generally beyond the scope of this roundup.</p>
Resources	<a href="#">Roundup</a> , regularly updated
US — states	
Status	 Effective dates vary.
Development	<p><b>Career</b></p> <p><b>Roundup: Employer resources on states’ recreational marijuana laws</b></p> <p>Twenty-two states and Washington, DC, have legalized marijuana possession and personal use for recreational purposes. To give employers some information on states’ actions and the varying employment considerations involved, this roundup provides links to organizations, government websites, other third-party analyses and news articles offering viewpoints on recreational marijuana use.</p>
Resources	<a href="#">Roundup</a> , regularly updated

<b>US — states</b>	
<b>Status</b>	 <b>Effective dates vary.</b>
<b>Development</b>	<p><b>Career</b></p> <p><b>Roundup: Employer resources on minimum wage increases</b></p> <p>In April 2021, President Joe Biden signed an executive order requiring federal contractors to pay workers a \$15/hour minimum wage, effective for new federal contract solicitations starting 30 January 2022. The Department of Labor (DOL) issued final implementation rules on 22 November 2021 and a field assistance bulletin in January 2022. In January 2021, the president issued an executive order asking the director of the Office of Personnel Management to provide recommendations on promoting a \$15/hour minimum wage for federal employees. House and Senate Democrats also introduced the Raise the Wage Act of 2021 to progressively increase the minimum wage to \$15/hour by 2025, but the legislation failed to advance. Several states have already taken action to gradually increase the minimum wage to \$15/hour for most employees. To help employers prepare and address related issues, the roundup cited below provides links to federal and state resources from organizations, government websites, other third parties and news articles.</p>
<b>Resources</b>	<a href="#">Roundup</a> , regularly updated
<b>US — states</b>	
<b>Status</b>	 <b>Effective dates vary.</b>
<b>Development</b>	<p><b>Career</b></p> <p><b>Roundup: Employer resources on hairstyle nondiscrimination laws</b></p> <p>The Creating a Respectful and Open World for Natural Hair (CROWN) Act movement in the United States aims to prohibit discrimination based on natural hair texture or hairstyles normally associated with race, such as braids, locks, twists, curls, cornrows, Afros, head wraps or bantu knots. The official campaign of the CROWN Act is led by the CROWN Coalition. Federal legislation, supported by the Biden administration, passed the House in March 2022. Nineteen states have already passed CROWN Acts, and many others are considering legislation. To help employers ensure their employee handbooks and appearance policies are nondiscriminatory and comply with federal, state and local laws, the roundup cited below provides links to federal and state resources from organizations, government websites, other third parties and news articles.</p>
<b>Resources</b>	<a href="#">Roundup</a> , regularly updated

US — Arkansas (new)	
Status	 Effective 6 July 2023
Development	<p><b>Health</b></p> <p><b>Utilization review requirements extended to self-funded health plans</b></p> <p>A new law (Act No. 501, HB 1274) applies the state’s utilization review requirements to self-funded health plans. Those requirements include a two business-days deadline for processing urgent appeals (four days for nonurgent appeals). The law takes effect on 6 July 2023 — 90 days after legislative adjournment, which occurred 7 April.</p>
Resources	<p><a href="mailto:rich.glass@mercer.com">rich.glass@mercer.com</a></p> <p><a href="#">Act No. 501, HB 1274</a> (Legislature, 10 April 2023)</p>
US — California — San Francisco (new)	
Status	 1 July 2023
Development	<p><b>Career</b></p> <p><b>Minimum wage rate to increase</b></p> <p>San Francisco’s minimum wage rate will increase to \$18.07/hour on 1 July 2023. The current minimum wage rate is \$16.99/hour.</p>
Resources	<a href="#">Understanding the minimum wage ordinance</a> (Government)
US — California (previously covered now effective)	
Status	 Currently effective
Development	<p><b>Career</b></p> <p><b>Pay data reporting imposed</b></p> <p>A recent law (2022 Ch. 559, SB 1162) expands pay data reporting requirements. Building on a 2020 mandate to help identify wage disparities, the law changes and expands state pay data reporting for private employers beginning 10 May 2023. “California has the strongest equal pay laws in the nation, but we’re not letting up on our work to ensure all women in our state are paid their due and treated equally in all spheres of life,” said Gov. Gavin Newsom.</p>
Resources	<p><a href="mailto:tauseef.rahman@mercer.com">tauseef.rahman@mercer.com</a></p> <p><a href="#">Roundup: US employer resources on recent pay equity laws</a>, regularly updated; and <a href="#">GRIST</a>, 3 October 2022</p>

US — Colorado (new)	
Status	 Effective dates vary
Development	<p><b>Health</b></p> <p><b>Health coverage mandates enacted</b></p> <p>2023 Ch. 69 (SB 189) imposes three new coverage mandates. First, fully insured large group market plans must cover abortion without cost sharing, with limited exceptions for governmental employers, grandfathered plans and plans sponsored by employers with sincerely held religious beliefs. The law also provides an exception for high-deductible health plans (HDHPs) if compliance would jeopardize eligibility to make or receive health savings account (HSA) contributions. This provision takes effect for plan years starting in 2025. The law could apply to small group and individual insured coverage if HHS approves the state’s request to include this requirement as an essential health benefit. Second, all fully insured plans must cover counseling, prevention and screening for sexually transmitted infections without cost sharing, including HIV prevention drugs. This provision takes effect for plan years starting in 2025. Finally, all fully insured and Medicaid plans can no longer require step therapy or prior authorization for FDA-approved HIV drugs. This provision took immediate effect on 14 April 2023 and extends through 30 June 2027. Colorado does not apply its laws on an extraterritorial basis to fully insured plans issued in another state. The law does not apply to self-funded plans.</p>
Resources	<p><a href="mailto:rich.glass@mercer.com">rich.glass@mercer.com</a></p> <p><a href="#">Ch. 69</a> (Legislature, 14 April 2023)</p>

<b>US — Florida (new)</b>	
<b>Status</b>	 <b>The law takes effect 1 July 2023 and applies to plan years starting on or after 1 January 2024.</b>
<b>Development</b>	<p><b>Health</b></p> <p><b>Sweeping pharmacy benefit manager law passed</b></p> <p>Florida has enacted the Prescription Drug Reform Act (2023 Ch. 29, HB 1550), which Gov. Ron DeSantis said “takes the reins” of the state’s prescription drug market. The new pharmacy benefit manager (PBM) law is intended to apply to fully insured plans and self-funded ERISA plans. Highlights of the law include:</p> <ul style="list-style-type: none"> <li>• A ban on spread pricing</li> <li>• A 100% rebate pass-through to the group health plan for the sole purpose of offsetting cost sharing and reducing participant contributions</li> <li>• Restrictions on preferred networks (including a prohibition on affiliated pharmacy-only networks), mail-order prescriptions and specialty pharmacies</li> <li>• Increased transparency</li> </ul> <p>Late amendments to the bill made these changes:</p> <ul style="list-style-type: none"> <li>• Removal of an any willing pharmacy requirement for Rx networks</li> <li>• Allowing preferred networks to provide reduced cost sharing and enhanced quantity limits.</li> </ul> <p>On an annual basis, drug manufacturers must report these wholesale acquisition cost increases to the state Department of Business and Professional Regulation:</p> <ul style="list-style-type: none"> <li>• 15% or more during the preceding 12-months</li> <li>• 30% or more cumulatively during the preceding three calendar years</li> </ul>
<b>Resources</b>	<p><a href="mailto:rich.glass@mercer.com">rich.glass@mercer.com</a></p> <p><a href="#">Ch. 29 (HB 1550)</a> (Legislature, 4 May 2023)</p>
<b>US — Idaho (new)</b>	
<b>Status</b>	 <b>Effective 1 July 2023</b>
<b>Development</b>	<p><b>Health</b></p> <p><b>Telehealth law enacted</b></p> <p>With the passage of 2023 Ch. 102 (HB 162) Idaho becomes the latest state to pass technology-neutral standards for telehealth, allowing establishment of a provider/prescriber and a patient relationship through virtual care technology.</p>
<b>Resources</b>	<p><a href="mailto:rich.glass@mercer.com">rich.glass@mercer.com</a></p> <p><a href="#">Ch. 102, HB 162</a> (Legislature, 21 March 2023)</p>

**US — Indiana (new)****Status****Effective dates vary****Development****Health****Benefit law enacted**

Indiana has enacted a law (2023 Pub. L. No. 103, HB 1004) requiring insurers and third-party administrators (TPA) to provide certain disclosures to plan sponsors and offering tax incentives for small employers contributing to health reimbursement arrangements (HRA). The law requires an insurer or a self-funded plan's TPA to provide certain claims data at least twice per year and within 15 business days of a plan sponsor's request. Noncompliance is subject to a \$1,000 penalty. This provision takes effect 1 July 2023.

Starting in 2024, an employer with fewer than 50 employees can receive a tax credit of up to \$400 per covered employee (\$200 in 2025) for contributing an equal or greater amount to the employee's HRA. Funding for the credits is capped at \$10 million per year.

**Resources**[rich.glass@mercer.com](mailto:rich.glass@mercer.com)[Pub. L. No. 103](#) HB 1004 (Legislature, 4 May 2023)**US — Maryland (new)****Status****1 January 2024****Development****Career****Minimum wage rate to increase**

Effective 1 January 2024, Maryland's minimum wage will increase to \$15/hour for all employers, under recent legislation (2023 Ch. 2, SB 555). The current minimum wage rate for employers with 15 or more employees is \$13.25/hour.

**Resources**[Ch. 2, SB 555](#) (Legislature, 11 April 2023)**US — Maryland (new)****Status****Effective on 1 January 2024****Development****Health****Law increases restrictions on PBMs**

Effective 1 January 2024, a new law will limit a PBM's ability to audit pharmacies, perform reconciliations and recoup funds from a pharmacy. The Maryland Insurance Administration's position is that ERISA does not preempt application of the state's PBM laws to self-funded plans.

**Resources**[rich.glass@mercer.com](mailto:rich.glass@mercer.com)[Ch. 355, HB 374](#) (Legislature, 3 May 2023)

US — Maryland (new)	
Status	 Effective dates vary
Development	<p><b>Health</b></p> <p><b>Changes and delays to paid family medical leave law</b></p> <p>The dates for paid family medical leave (PFML) employer-employee contributions to start and benefits to become available will change to 1 October 2024 and 1 January 2026, respectively. The employer-employee contribution split — previously within a range of 25% to 75% — will instead be an even 50%-50%. Total contributions will be capped at 1.2% of an employee’s wages through 30 June 2026. Other changes:</p> <ul style="list-style-type: none"><li>• Add domestic partners to the family member definition</li><li>• Establish a 120-day window (60 days before the expected start of leave through 60 days after leave begins) to apply for benefits</li><li>• Eliminate the requirement for employees to exhaust all employer-provided leave (vacation, paid sick and other leave) before receiving benefits, although an employer may require coordination with those benefits</li><li>• Allow an employer and employee to use employer-provided leave to top off state PFML benefits, up to 100% of average weekly wages</li><li>• Expand qualifying reasons for PFML to include child bonding and time off during the foster care/kinship care/adoption placement process</li><li>• Exempt private plans from annual reporting, require those plans to use only insurers licensed in the state and cap employee contributions under private plans at the maximum set by Maryland Department of Labor</li></ul>
Resources	<p><a href="mailto:rich.glass@mercer.com">rich.glass@mercer.com</a></p> <p><a href="#">Chs. 258</a> and <a href="#">259</a>, HB 988 and <a href="#">SB 828</a> (Legislature, 3 May 2023)</p>

## US — New Jersey (previously covered, partially effective)

### Status



The notice and antiretaliation provisions took effect 7 May 2023. Other provisions will take effect 5 August 2023.

### Development

#### Career — Health

##### Equal pay, benefit and employment rights granted to temporary employees

A recently enacted law (2023 Ch. 10, AB 1474) requires employers to pay temporary employees in certain labor classifications at least the “average rates of pay and average cost of benefits” provided to comparable employees in job requiring “equal skill, effort, and responsibility.” Alternatively, covered employers may pay a cash equivalent of benefits. Known as the “Temporary Workers' Bill of Rights,” this law is limited to temporary employees who are placed by a staffing agency into any of nine occupational categories designated by DOL’s Bureau of Labor Statistics (BLS). Any successor BLS categories will be added automatically. An employer’s direct hire of a temporary employee is not subject to AB 1474. Some employment related protections that were included are:

- Greater oversight of temporary help service firms and third-party clients by the Department of Labor and Workforce Development (NJDOL) and the Division of Consumer Affairs (DCA) within the Department of Law and Public Safety. DCA will oversee enhanced certification requirements for temporary help service firms. Contracting with uncertified firms will be prohibited for third-party clients. Enforcement actions will fall under NJDOL’s purview.
- At the request of a temporary worker, temporary help service firms will have to hold daily wages and provide biweekly pay checks to avoid unnecessary check cashing fees.
- Pay deductions for meals and equipment that would reduce temporary workers’ pay below minimum wage will be prohibited.
- Firms and third-party clients will be prohibited from charging fees to transport temporary workers to their work sites.
- Temporary help services must provide temporary workers with common-sense information detailing key terms of employment in the workers’ primary languages, such as hours worked and rate of pay. They also have to keep certain records.
- Temporary service firms will be prohibited from restricting an employee from accepting another position with a permanent employer or a third-party client.
- Temporary help service firms or third-party clients will be prohibited from retaliating against any temporary worker by firing them or treating them unfairly in any other way for exercising their legal rights.

Covered workers include those employed in food preparation, construction, maintenance, repair, production, transportation and others. Professional and clerical employees are excluded from the law.

### Resources

[rich.glass@mercer.com](mailto:rich.glass@mercer.com)

[Ch. 10, AB 1474](#) (Legislature, 6 February 2023)

US — New Mexico (new)	
<b>Status</b>	 <b>Effective for plan years starting on or after 1 January 2024</b>
<b>Development</b>	<p><b>Health</b></p> <p><b>Diabetes insurance coverage and protections expanded</b></p> <p>State insurance law already has a \$25 cap on the cost for a 30-day supply of insulin and mandates diabetes coverage for fully insured plans and self-funded governmental plans. A new law (2023 Pub. L. No. 50, HR 53) adds more requirements, including for network adequacy and coverage of diabetes medical equipment, and sets penalties if reimbursements are delayed beyond 30 days.</p>
<b>Resources</b>	<p><a href="mailto:rich.glass@mercer.com">rich.glass@mercer.com</a></p> <p><a href="#">Pub. L. No. 50, HR 53</a> (Legislature, 30 March 2023)</p>
US — New Mexico (new)	
<b>Status</b>	 <b>Effective 1 January 2024</b>
<b>Development</b>	<p><b>Health</b></p> <p><b>Prescription benefit law enacted</b></p> <p>A new (Ch. 206, SB 51) requires all discounts received by fully insured individual or group plans (including HMOs and nonprofit health plans) to apply toward participant cost sharing. The law also prohibits lower cost sharing for a PBM-affiliated pharmacy. Rebates must count toward a participant's out-of-pocket maximum. At the point of sale, a participant's cost must be the lowest of these amounts:</p> <ul style="list-style-type: none"> <li>• Applicable cost-sharing amount</li> <li>• Amount payable for an uninsured individual</li> <li>• Sum of what the insurer will pay the pharmacy, plus the cost-sharing amount</li> <li>• The value of the manufacturer's rebate to the insurer or PBM</li> </ul> <p>New Mexico does not apply its insurance laws on an extraterritorial basis to fully insured plans located elsewhere.</p>
<b>Resources</b>	<p><a href="mailto:rich.glass@mercer.com">rich.glass@mercer.com</a></p> <p><a href="#">Ch. 206, SB 51</a> (Legislature, 7 April 2023)</p>

<b>US — New York — New York City (previously covered, updated)</b>	
<b>Status</b>	 <b>Enforcement delayed until 5 July 2023</b>
<b>Development</b>	<p><b>Career</b></p> <p><b>Enforcement of law on automated employment decision tools delayed</b></p> <p>The Department of Consumer and Worker Protection (DCWP) will begin enforcing a 2021 law (Local Law 144) regulating automated employment decision tools (AEDTs) on 5 July 2023. The effective date has been delayed twice — from 15 April 2023 and 1 January 2023. The law defines an AEDT as “any computational process, derived from machine learning, statistical modelling, data analytics, or artificial intelligence, that simplifies output, including a score, classification, or recommendation, that is used to substantially assist or replace discretionary decision making for making employment decisions that impact natural persons.” An employer will be prohibited from using AEDT (such as software to test job candidates’ or employees’ skills, resume scanners, and employee monitoring software), unless each tool has undergone a bias audit within one year prior to the employer using that tool. Employers will have to provide employees and job candidates with advance notice about the use of AEDT and allow them to “request an alternative selection process or accommodation.” Employers must make the audit information publicly available, and will be subject to a civil penalty for violations of the law.</p>
<b>Resources</b>	<a href="#">New laws &amp; rules</a> (DCWP) and <a href="#">Local Law 144</a> (New York City Council, 11 December 2021)
<b>US — North Dakota (new)</b>	
<b>Status</b>	 <b>Effective for plan years starting in 2025</b>
<b>Development</b>	<p><b>Health</b></p> <p><b>Prescription benefit law enacted</b></p> <p>A new law (HB 1095) requires fully insured health plans to offer selected participants a comprehensive medication-management program that ensures an individual assessment of prescription and nonprescription medications. The assessment must account for each medication’s appropriateness, safety and comorbidities. Health carriers must at least annually provide a notice of eligibility for this medication-management program to certain enrollees — such as those diagnosed with a heart condition or taking five or more drugs for chronic conditions — and their primary care physicians. The services can be available in person, at home or via telehealth. The law takes effect for plan years starting in 2025. North Dakota does not apply its insurance laws on an extraterritorial basis to fully insured plans located elsewhere.</p>
<b>Resources</b>	<a href="mailto:rich.glass@mercer.com">rich.glass@mercer.com</a> <a href="#">HB 1095</a> (Legislature, 13 April 2023)

US — North Dakota (new)	
Status	 <b>Currently effective</b>
Development	<p><b>Health</b></p> <p><b>North Dakota joins the Psychology Interjurisdictional Compact</b></p> <p>SB 2205 makes North Dakota the latest state to join the Psychology Interjurisdictional Compact (PSYPACT), an interstate compact between states, facilitating the practice of mental health services across state boundaries. Over two-thirds of states (and Washington, DC) are now PSYPACT members.</p>
Resources	<p><a href="mailto:rich.glass@mercer.com">rich.glass@mercer.com</a></p> <p><a href="#">SB 2205</a> (Legislature, 14 April 2023) and <a href="#">PSYPACT</a></p>
US — North Dakota (new)	
Status	 <b>Effective 1 August 2023</b>
Development	<p><b>Health</b></p> <p><b>PBM restrictions enacted</b></p> <p>A new law (SB 2378) imposes several prohibitions on PBMs (not limited to PBMs for fully insured plans), including:</p> <ul style="list-style-type: none"> <li>• Steering participants to a mail-order program or an affiliated pharmacy</li> <li>• Interfering with a participant’s right to obtain a clinician-administered drug (so-called, “white-bagging”) from the participant’s preferred provider</li> <li>• Requiring the use of a home infusion pharmacy to dispense a clinician-administered drug.</li> </ul>
Resources	<a href="#">SB 2378</a> (Legislature, 5 April 2023)
US — Oregon (new)	
Status	 <b>Currently effective</b>
Development	<p><b>Career — Health</b></p> <p><b>Domestic partner definition expanded</b></p> <p>Effective 1 January 2024, a new law (2023 Ch. 20, HB 2032) removes the requirement that a registered domestic partnership must be between same-sex individuals.</p>
Resources	<p><a href="mailto:rich.glass@mercer.com">rich.glass@mercer.com</a></p> <p><a href="#">Ch. 20, HB 2032</a> (Legislature, 8 May 2023)</p>

US — Oregon — Portland metro area (new)	
Status	 <b>1 July 2023</b>
Development	<p><b>Career</b>  <b>Minimum wage rate to increase</b></p> <p>Oregon’s minimum wage in the Portland metropolitan area will increase to \$15.45 (up from 14.75) on 1 July 2023. On the same date, the standard minimum wage for the state will rise to \$14.20/hour (up from \$13.50), and the nonurban minimum wage will be \$13.20/hour (up from 12.50).</p>
Resources	<a href="#">Commissioner Stephenson announces Oregon minimum wage determination</a> (Bureau of Labor and Industries, 14 April 2023)
US — Utah (previously covered, now effective)	
Status	 <b>Currently effective</b>
Development	<p><b>Health</b>  <b>Telehealth laws enacted</b></p> <p>Effective 3 May, a new law (2023 Ch. 278, HB 159) allows nonresident healthcare professionals to provide telemedicine services to Utah residents. Also effective 3 May, another law (2023 Ch. 339, HB 166) allows remote mental health therapy or substance use disorder (MH/SUD) counseling by nonresident providers. However, only MH/SUD counselors licensed in Utah can prescribe drugs to state residents.</p>
Resources	<a href="mailto:rich.glass@mercer.com">rich.glass@mercer.com</a> <a href="#">Ch. 339</a> (Legislature, 17 March 2023) and <a href="#">Ch. 278</a> (Legislature, 15 March 2023)
US — Virginia (new)	
Status	 <b>Effective 1 July 2023</b>
Development	<p><b>Career — Health</b>  <b>Organ donation leave law enacted</b></p> <p>A new law (2023 Ch. 751, SB 1086) requires employers with 50 or more employees (apparently nationwide) to provide up to 12 weeks of unpaid organ donation leave in a 12-month period to eligible employees. Requirements for employee eligibility are:</p> <ul style="list-style-type: none"> <li>• At least 12 months of employment with the same employer</li> <li>• At least 1,250 hours of employment during the past 12 months</li> <li>• Documentation that an employee’s organ or bone marrow donation is medically necessary.</li> </ul> <p>Most states require the organ donation leave only for state and local government employers.</p>
Resources	<a href="mailto:rich.glass@mercer.com">rich.glass@mercer.com</a> <a href="#">Ch. 751, SB 1086</a> (Legislature, 12 April 2023 )

US — Washington (new)	
Status	 <b>Effective for plan years starting in 2024</b>
Development	<p><b>Health</b></p> <p><b>Abortion insurance coverage mandate enacted</b></p> <p>A new Washington law (2023 Ch. 194, SB 5242) requires fully insured plans subject to the state’s insurance laws, student health plan and the state’s governmental health plan to cover abortion services without participant cost sharing. The law carves out an exception for HDHPs if compliance would jeopardize an enrollee’s HSA eligibility. Fully insured plans that do not provide maternity care benefits are also exempt. The law does not apply to self-funded ERISA plans.</p>
Resources	<p><a href="mailto:rich.glass@mercer.com">rich.glass@mercer.com</a></p> <p><a href="#">Ch. 194, SB 5242</a> (Legislature, 27 April 2023)</p>
US — Washington (new)	
Status	 <b>Most provisions will take effect 31 March 2024 (30 June 2024 for certain small businesses).</b>
Development	<p><b>Health</b></p> <p><b>New health data privacy law enacted but excludes federally protected health information</b></p> <p>Washington has enacted the My Health My Data Act (2023 Ch. 191, HB 1155), a comprehensive law designed to protect consumer health data. However, the law does not extend to protected health information used and disclosed by covered entities (including health plans) and business associates under the Health Insurance Portability and Accountability Act (HIPAA). The law protects state residents and others whose consumer health data is collected in Washington. The law applies to entities doing business in Washington but exempts government agencies and tribal nations. Requirements include:</p> <ul style="list-style-type: none"> <li>• Entities must obtain an individual’s opt-in consent to collect or share consumer health data; unauthorized sale on that data is banned.</li> <li>• Consumers have the right to request deletion of their data</li> <li>• Entities cannot use “geofencing,” a technology employing a global positioning system (GPS) to establish a virtual boundary around a physical location for targeted advertising.</li> <li>• Entities must publish a detailed privacy policy.</li> </ul>
Resources	<p><a href="mailto:rich.glass@mercer.com">rich.glass@mercer.com</a></p> <p><a href="#">Ch. 191, HB 1155</a> (Legislature, 27 April 2023)</p>

US — Washington (new)	
Status	 Revised calculations will begin 1 January 2024.
Development	<p><b>Career — Health</b></p> <p><b>Paid family medical leave calculations changed</b></p> <p>2023 Ch. 116 (SB 5286) alters how contribution rates for paid family and medical leave (PFML) will be calculated, starting in 2024. In the past, this calculation was based on the state's PFML balance as of 30 September of the prior year. The revised formula will use historical data, with the aim of limiting rate fluctuations and setting rates higher than actually needed. Effective July 23, the law also repeals the solvency surcharge from family-leave portion of the rates. A legislative task force report recommended these changes in December 2022.</p>
Resources	<p><a href="mailto:rich.glass@mercer.com">rich.glass@mercer.com</a></p> <p>Ch. 116, SB 5286 (Legislature, 20 April 2023)</p>
US — Washington (new)	
Status	 Effective dates vary
Development	<p><b>Health</b></p> <p><b>Benefit laws enacted</b></p> <p>Washington passed three health-related laws: One addresses fully insured plans' continuity of coverage for drugs to treat behavioral health conditions, and two others enable the state to join interstate provider compacts that will improve telehealth services.</p> <p>Effective 1 January 2025, Ch. 325 (SB 5300) prohibits insured plans from taking the following actions related to a refill of an antipsychotic, antidepressant, antiepileptic or other drug to treat a serious mental illness:</p> <ul style="list-style-type: none"> <li>• Substituting a nonpreferred drug with a preferred drug in a given therapeutic class</li> <li>• Increasing an enrollee's cost sharing during a plan year</li> </ul> <p>These protections apply only if a participant is medically stable on the drug and the provider continues to prescribe it. However, plans may require a generic equivalent during the current plan year, among other exceptions in the law. The law takes. SB 5300 does not apply to self-funded ERISA plans. Washington generally applies its insurance laws on an extraterritorial basis to fully insured plans located elsewhere.</p> <p>Ch. 58, HB 1069 enables Washington to join a mental health provider interstate compact. Ch. 53, HB 1001 authorizes the state to join an audiology and speech-language pathology interstate compact. Both laws will take effect 23 July 2023.</p>
Resources	<p><a href="mailto:rich.glass@mercer.com">rich.glass@mercer.com</a></p> <p>Ch. 325, SB 5300 (Legislature, 4 May 2023); Ch. 58, HB 1069, and Ch. 53, HB 1001 (Legislature, 13 April 2023)</p>

US — Washington — Seattle (new)	
Status	 Effective dates vary
Development	<p><b>Career — Health</b></p> <p><b>App-based workers entitled to accrue sick and safe time</b></p> <p>App-based workers for network companies in Seattle with 250 or more app-based workers worldwide have the right to accrue and use paid sick and safe time (PSST) under Ordinance 126788. The measures took effect for food delivery workers on 1 May 2023, and they will apply to all other app-based workers from 13 January 2024. Network companies are organizations that use an online application or platform to connect customers with app-based workers. Highlights include:</p> <ul style="list-style-type: none"> <li>• Eligible workers must have worked in Seattle at least once during the preceding 90-day period. Workers will be entitled to accrued PSST if they stop using the application or software but return to work for the company within 12 months of their departure.</li> <li>• PSST can be used by workers to care for themselves or a family member in various circumstances. For example, if the network company discontinues operations due to a safety and health concern, the closure of a school or place of care, mental or physical health condition, domestic violence, sexual assault or stalking.</li> <li>• A minimum of one-day’s PSST is accrued for every 30-days of work, but employers can choose to frontload workers’ PSST entitlement. Workers can carry forward a minimum of nine days to the following year.</li> <li>• PSST must be available for workers to use within one week of its accrual, and must be taken in 24-hour increments. Employers can require verification if the worker takes more than three days of PSST.</li> <li>• The payment of PSST must be the worker’s average daily compensation for each calendar day worked whole or in part in Seattle during the preceding 12-month period, and it includes earnings for services performed in and outside Seattle for each covered calendar day. Workers must be paid for PSST within 14-days or on the next scheduled pay-day, whichever is sooner.</li> </ul>
Resources	<a href="#">Ordinance 126788 (Government)</a> and <a href="#">App-based workers paid sick and safe time ordinance (Office of Labor Standards)</a>

## US (previously covered, with upcoming effective dates)

### Development

#### Career

- [Hourly minimum wage to increase in Los Angeles, California](#) — key date: 1 July 2023
- [Hourly minimum wage to increase in Washington, DC](#) — key date: 1 July 2023
- [Hair nondiscrimination legislation enacted in Minnesota](#) — key date: 1 August 2023
- [Salary ranges required in job postings in New York](#) — key date: 17 September 2023
- [Insurance law requires third-party payments to apply toward cost sharing in Delaware](#) — key date: 1 January 2024
- [Final SEC clawback rule requires significant changes to policies](#) — key date: early in 2024
- [Right-to-work law repealed in Michigan](#) — key date: 30 March 2024
- [Two-tier minimum wage system to be eliminated In Nevada](#) — key date: 1 July 2024
- [Hourly minimum wage to increase to \\$18 in Hawaii](#) — key date: 1 January 2026

#### Career — Health

- [Rights of nursing employees to express breast milk expanded in New York](#) — key date: 7 June 2023
- [Pregnancy and nursing protections for working mothers enacted](#) — key date: 27 June 2023
- [Voluntary family medical leave program announced in Vermont](#) — key date: 1 July 2023
- [Employment discrimination based on nonworkplace cannabis use barred in California](#) — key date: 1 January 2024
- [Paid leaving coming to Illinois](#) — key date: 1 January 2024
- [Voluntary paid family leave law enacted in Tennessee](#) — key date: 1 January 2024
- [Paid family medical leave program legislation enacted in Delaware](#) — key date: 2025

## US (previously covered, with upcoming effective dates) continued

### Health

- [Prescription drug laws enacted in Arkansas](#) — key date: 8 June 2023
- [New laws impact insured health benefits in New York](#) — key date: 28 June 2023
- [Voters approve ballot initiative that expands Medicaid eligibility in South Dakota](#) — key date: 1 July 2023
- [Pharmacy benefit manager law enacted in South Dakota](#) — key date: 1 July 2023
- [New requirements for insurance carriers enacted in Virginia](#) — key date: 1 July 2023
- [Long-term care law changes enacted in Washington](#) — key date: 1 July 2023
- [Paid family and medical leave law enacted in Maryland](#) — key date: 1 October 2023
- [Voters approve medical debt ballot initiative in Arizona](#) — key date: 1 January 2024
- [New law requires annual behavioral health well check for insured plans in Delaware](#) — key date: 1 January 2024
- [More health insurance mandates enacted in Illinois](#) — key date: 1 January 2024
- [Voters approve medical loss ratio requirement for Massachusetts insured dental plans](#) — key date: 1 January 2024
- [Pharmacy benefit management legislation enacted in Michigan](#) — key date: 1 January 2024
- [Hearing aid coverage mandated in Vermont](#) — key date: 1 January 2024
- [Prescription drug law enacted in West Virginia](#) — key date: 1 January 2024
- [Prescription drug law enacted in Wyoming](#) — key date: 1 January 2024
- [Expiration date for several health-related provisions extended in Vermont](#) — key date: 31 March 2024
- [Telehealth law extended in Washington](#) — key date: 1 July 2024
- [Prescription drug law enacted in Virginia](#) — key date: 1 July 2024

### Wealth

- [SECURE 2.0 retirement reforms are now law](#) — key date: 1 January 2024

## Section 4

# Asia Pacific

### Australia (new)

#### Status



1 July 2023

#### Development

#### Wealth

##### Superannuation rates and thresholds updated for 2023/24

The Australian Taxation Office has updated superannuation rates and thresholds for 2023/2024, applicable from 1 July 2023. Highlights include:

- The general pension transfer balance cap will increase to AU\$1.9 million, up from AU\$1.7 million. Individuals starting their first retirement phase income stream in 2023/2024 will have an increased personal transfer balance cap of AU\$1.9 million.
- Superannuation contribution caps are unchanged, except for the capital gains tax cap.
- The maximum Superannuation Guarantee contribution base will increase to AU\$62,270 per quarter (AU\$249,080 per year), up from AU\$60,220 per quarter (AU\$240,880 per year).
- The income threshold for the government's maximum superannuation co-contribution will increase to AU\$43,445, up from AU\$42,016.
- The maximum co-contribution amount will be phased out for incomes up to AU\$58,445 (up from AU\$57,016).
- As previously announced, the Superannuation Guarantee contribution rate will increase to 11%, up from 10.5%, on 1 July 2023.

#### Resources

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[Key super rates and thresholds](#) (Australian Taxation Office)

<b>Australia (new)</b>	
<b>Status</b>	 <b>Effective 1 April 2024</b>
<b>Development</b>	<p><b>Career</b></p> <p><b>Employer gender pay, equality reporting requirements expanded</b></p> <p>From 1 April 2024, the gender pay information that certain employers submit annually to the Workplace Gender Equality Agency (WGEA) will be made public, and employers' reporting obligations will expand. Most measures in the Workplace Gender Equality Amendment (Closing the Gender Pay Gap) Act 2023 will take effect from 1 April 2024. Australia's national gender pay gap is 13.3% as of January 2023. The new act implements several of the recommendations included in the WGEA's report.</p> <p>Employers that have 100 or more employees currently must provide gender pay information to the WGEA using six equality indicators: gender composition of (i) the employer's governing bodies and (ii) at all levels of their workforce; (iii) equal remuneration between men and women; (iv) employment terms, conditions and practices relating to flexible working arrangements for employees; (v) working arrangements that support employees' family and caring responsibilities; and (vi) consultation with employees on issues concerning workplace gender equality and sexual harassment and discrimination. Highlights of the Act include:</p> <ul style="list-style-type: none"> <li>• From late 2023, an employer must share its WGEA executive summary and industry benchmark reports with the board.</li> <li>• In early 2024, the WGEA will publish individual employers' gender pay gaps covering the reporting period 1 April 2022 to 31 March 2023. (To date, the WGEA analyzes and publishes only industry-level information.) The WGEA will only publish employer gender pay gaps by median and remuneration quartiles in 2024. In future years when CEO and casual manager remuneration data is available, the published data will include mean gender pay gaps. Employers will have the opportunity to provide a statement that gives context about their gender pay gap results or outlines their plans for action.</li> <li>• Employers must provide additional workforce data, including employees' ages and primary workplace locations and the remuneration of chief executive officers and casual managers.</li> <li>• Employers' reports will have to include sexual harassment, harassment on grounds of sex or discrimination.</li> <li>• Employers with 500 or more employees will need to have a policy or strategy that covers all six gender equality indicators. So far, employer policies or strategies have had to address only one or more of the indicators.</li> </ul>
<b>Resources</b>	<a href="#">WGEA reforms: A roadmap to closing the gender pay gap (WGEA) and Workplace Gender Equality Amendment (Closing the Gender Pay Gap) Act 2023 (Federal Register, 12 April 2023)</a>

## Australia (new)

### Status



Currently effective

### Development

#### Wealth

##### Updated guidance on reporting securities and investment breaches issued

The Australian Securities and Investments Commission (ASIC) has updated Regulatory Guide (RG) 78 on breach reporting by Australian financial services (AFS) licensees and credit licensees. The updates address certain operational issues resulting from implementation of the reportable situations (enhanced breach reporting) regime that commenced on 1 October 2021. That regime requires reporting breaches of certain financial services regulations to ASIC. ASIC plans to issue further consultation to address other issues arising with RG 78. Highlights of the changes include:

- New guidance on information to include in describing a reportable situation
- New guidance on ASIC's expectations for updating reported breaches
- Clarification of the circumstances in which multiple reportable situations can be grouped into one report to ASIC
- Minor revisions to the prescribed form used to lodge reportable situations (effective 5 May 2023).

### Resources

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[23-106MR ASIC releases updated guidance for licensees on reportable situations \(ASIC, 27 April 2023\)](#)

<b>Australia (new)</b>	
<b>Status</b>	 <b>Proposal</b>
<b>Development</b>	<b>Wealth</b> <b>Government issues first part of its response to Your Future, Your Super legislation review</b> The government has issued the first part of its response to the Your Future, Your Super legislation review. The response includes a summary of stakeholder views and issues raised, along with exposure draft regulations for the proposed changes to the annual investment performance test. Highlights include: <ul style="list-style-type: none"><li>• <b>Annual investment performance test.</b> The extension of the test to certain choice products (trustee-directed products) in 2023 will proceed. The proposed changes aim to address several unintended consequences of the test. Comments on the draft regulations were due by 2 May 2023.</li><li>• <b>Stapling.</b> The review identified significant issues with the current stapling system, which staples employees' super contributions to their existing fund when they change employers and do not select another fund. The proposed changes aim to address employers' concerns about the administrative burden of stapling.</li><li>• <b>Best financial interests duty.</b> The regulator would issue further guidance to address trustees' concerns about funds' increased compliance costs that result from the reverse onus of proof and the absence of a materiality threshold.</li><li>• <b>YourSuper comparison tool.</b> The response to stakeholders' concerns about the comparison tool is unclear, simply saying that the government will work with consumer groups to ensure the tool is "meaningful and trusted."</li></ul>
<b>Resources</b>	<a href="mailto:paul.shallue@mercero.com">paul.shallue@mercero.com</a> <a href="#">Your Future, Your Super review outcomes</a> (Treasury, 4 April 2023)

Australia (new)	
<b>Status</b>	 Consultation is open through 16 June 2023.
<b>Development</b>	<p><b>Wealth</b></p> <p><b>Input requested on reforms to anti-money-laundering, counterterrorism financing regime</b></p> <p>Comments on the first of two consultation papers proposing reforms to Australia’s anti-money-laundering and counterterrorism financing (AML/CTF) regime are invited through 16 June 2023. The reforms aim to modernize, simplify and align the regime with international standards. Key goals are to ensure that the regime is “fit for purpose” and protects Australian businesses and certain industry sectors from serious organized crime exploitation. Under the proposed changes, the regime would include additional ‘tranche two’ high-risk entities, such as lawyers, accountants, trust and company service providers, real estate agents, and dealers in precious metals and stones.</p> <p>The attorney general’s department will hold a roundtable discussion with key stakeholders during May–June 2023 and issue a second consultation paper in September 2023.</p>
<b>Resources</b>	<p><a href="mailto:paul.shallue@mercer.com">paul.shallue@mercer.com</a></p> <p><a href="#">Consultation on major reform of Australia’s anti-money-laundering and counterterrorism financing laws</a> (Government, 20 April 2023)</p>
Australia (new)	
<b>Status</b>	 Proposal
<b>Development</b>	<p><b>Wealth</b></p> <p><b>Taxation of superannuation high balances proposed</b></p> <p>Comments were invited until 17 April 2023 on a proposed additional 15% tax on earnings on the portion of superannuation balances exceeding AU\$3 million at the end of each financial year. The consultation follows the government’s announcement on 28 February 2023 that the additional tax would apply from 1 July 2025. Highlights include:</p> <ul style="list-style-type: none"> <li>• The consultation includes the proposed model for identifying who will be impacted; what method will be used for calculating the tax; and what the implications are for individuals and trustees of self-managed super funds, as well as funds regulated by the Australian Prudential Regulation Authority (APRA).</li> <li>• Input was requested on the proposed calculation method for earnings on balances exceeding AU\$3 million, changes to fund reporting requirements to support the tax calculations and the appropriate treatment of defined benefit interests.</li> </ul> <p>Earnings relating to assets less the AU\$3million threshold will continue to be taxed at 15% or 0% if held in a retirement pension account.</p>
<b>Resources</b>	<p><a href="mailto:paul.shallue@mercer.com">paul.shallue@mercer.com</a></p> <p><a href="#">Better targeted superannuation concessions</a> (Treasury, 31 March 2023)</p>

## Australia (new)

### Status



### Proposal

### Development

#### Wealth

##### **New financial reporting for superannuation funds proposed**

Draft regulations on new super fund financial reporting and auditing obligations proposed in Treasury Laws Amendment (2022 Measures No 4) Bill 2022 are open for comments through 5 May 2023. Schedule 6 of the bill proposes that financial reporting and auditing obligations on super funds are consistent with the requirements that apply to public companies and registered schemes, and aim to improve superannuation sector compliance and transparency. The amendments would apply to the reporting period starting on or after 1 July 2023, and certain transitional arrangements would ensure that there are no gaps prior to the new regulations taking effect. Highlights include:

- Directors' reports would have to include remuneration details for key management personnel.
- The regulations would replace the current website disclosure requirements under Section 29QB of the Superannuation Industry (Supervision) Act (SIS s29QB). Those requirements include trust deeds and governing rules, actuarial reports, product disclosure statements, summaries of significant event notices.
- Subject to further review, the current exemptions from publishing certain employer subplan information would be replaced with provisions enabling the redaction of personal information relating to a beneficiary or former beneficiary from the published material.
- Annual financial statements would have to be published when lodged with ASIC (the ASIC filings would be due within three months of year-end).
- Annual fund information (generally provided via an annual report to members) would have to be provided within three months of year-end (down from six months).

### Resources

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[Superannuation financial reporting and audit](#) (Treasury, 11 April 2023)

Australia (new)	
Status	 Proposal
Development	<p><b>Wealth</b></p> <p><b>Regulator proposed to delay the start of operational risk management standards</b></p> <p>APRA has proposed delaying the start date of proposed new Prudential Standard CPS 230, Operational Risk Management, to 1 July 2025 in response to earlier consultation feedback. A finalized CPS 230 will be issued in mid-2023. CPS 230 aims to strengthen the management of operational risks in banks, insurers, and super funds and will replace several current prudential standards.</p>
Resources	<p><a href="mailto:paul.shallue@mercer.com">paul.shallue@mercer.com</a></p> <p><a href="#">APRA provides an update on the implementation of new operational risk standard (APRA, 13 April 2023)</a></p>
Australia (previously covered, with upcoming effective dates)	
Development	<p><b>Career — Health</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Federal employment reforms enacted</a> — key date: June 2023</li> <li>• <a href="#">Parental leave pay scheme expanded</a> — key date: 1 July 2023</li> </ul> <p><b>Wealth</b></p> <ul style="list-style-type: none"> <li>• <a href="#">APRA releases updated standard SPS 310</a> — key date: 30 June 2023</li> <li>• <a href="#">Tax regulator confirms transfer balance cap increase</a> — key date: 1 July 2023</li> </ul>
Hong Kong (previously covered, now effective)	
Status	 Currently effective
Development	<p><b>Career</b></p> <p><b>Statutory minimum wage increases</b></p> <p>Hong Kong's chief executive adopted the Minimum Wage Commission's recommendation to raise the statutory minimum wage rate to HK\$40 on 1 May 2023 — up from HK\$37.50. This is the first increase since May 2019.</p>
Resources	<a href="#">Statutory minimum wage</a> (Labour Department)
Hong Kong (previously covered, with upcoming effective date)	
Development	<p><b>Career</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Gender board diversity, corporate governance required</a> — key date: 31 December 2024</li> </ul> <p><b>Wealth</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Mandatory pension fund offsetting to be abolished</a> — key date: Earliest in 2025</li> </ul>

<b>India (previously covered, with upcoming effective date)</b>	
<b>Development</b>	<p><b>Career — Health — Wealth</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Labor and employment laws reformed</a> — key date: effective date delayed</li> </ul>
<b>Japan (previously covered, with upcoming effective date)</b>	
<b>Development</b>	<p><b>Career</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Gender pay disclosures will be required for most companies</a> — key date: 8 July 2023</li> </ul> <p><b>Wealth</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Defined contribution reforms enacted</a> — key date: 1 December 2024</li> </ul>
<b>Malaysia (previously covered with upcoming effective dates)</b>	
<b>Development</b>	<p><b>Career</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Minimum wage order postponed for small employers</a> — key date: 1 July 2023</li> </ul>
<b>Singapore (new)</b>	
<b>Status</b>	<p> <b>Starting on 1 July 2023</b></p>
<b>Development</b>	<p><b>Career — Health</b></p> <p><b>Medical cover for foreign workers enhanced</b></p> <p>Enhanced mandatory medical insurance coverage for foreign workers will be implemented in two phases starting on 1 July 2023 and then on 1 July 2025, following a postponement from the end of 2022. The Ministry of Manpower has also issued related guidance reflecting input from employer groups, insurers and industry partners. The enhanced medical coverage aims to help employers cover their foreign employees' large medical bills and will apply to new, extended, and renewed Work Permit and S Pass holders. Highlights of the guidance:</p> <ul style="list-style-type: none"> <li>• From 1 July 2023, all medical insurance policies, renewals or extensions must include an increased annual claim limit of SG\$60,000. Employers will have to make a copayment for claim amounts exceeding the first SG\$15,000.</li> <li>• From 1 July 2025, other changes will apply to all policies (such as standardization of allowable exclusion clauses, age-differentiated premiums and direct reimbursement by insurers).</li> </ul>
<b>Resources</b>	<p><a href="#">Implementation of enhanced medical insurance for foreign employees to better support employers</a> (Ministry of Manpower, 31 March 2023)</p>

Singapore (new)	
Status	 Effective dates vary
Development	<p><b>Career</b></p> <p><b>Bonus criteria required for work permits clarified</b></p> <p>The Ministry of Manpower has issued further details about the criteria for awarding bonus points that the Complementarity Assessment Framework (COMPASS) will use for decisions on issuing Employment Passes (EPs). From 1 September 2023, COMPASS will provide a points-based framework for evaluating foreign applicants for new EPs. The framework will extend to renewal EP applicants from 1 September 2024. Bonus points will be awarded to foreign applicants with required skills and to firms that can contribute to the country's strategic economic priorities. Highlights include:</p> <ul style="list-style-type: none"> <li>• <b>Skills bonus (criterion 5).</b> EP applicants for an occupation included on the Shortage Occupation List (SOL) will earn up to 20 bonus points on COMPASS. The Ministry of Manpower and the Ministry of Trade and Industry have issued the first SOL after consulting with sector agencies and tripartite partners. The SOL will be renewed every three years, but occupations could be annually delisted or added if market conditions require. Other factors include a sector agency's commitment to work with industry to develop the local talent pipeline to fill roles on the SOL. In addition, EP applicants' qualifications and work experience will be checked, and the deployment of EP holders to a different job will be subject to reassessment.</li> <li>• <b>Strategic economic priorities bonus (criterion 6).</b> Firms will receive 10 bonus points on COMPASS, renewable every three years and subject to meeting certain criteria. The firms must participate in one of the programs run by the sector agencies or be supported by the National Trades Union Congress. Eligible firms will be notified by the end of July 2023.</li> </ul>
Resources	<a href="#">Details of complementary assessment frame work (COMPASS) bonus criteria (Ministry of Manpower, 31 March 2023)</a>
Singapore (previously covered with upcoming effective dates)	
Development	<p><b>Career</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Work pass framework to fill skills gaps expanded</a> — key date: September 2023</li> <li>• <a href="#">Employers will need to verify Employment Pass applicants' academic qualifications</a> — key date: September 2023</li> </ul> <p><b>Career — Health</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Paid paternity leave and unpaid infant care leave expanded</a> — key date: 1 January 2024</li> </ul> <p><b>Wealth</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Budget increases CPF contributions</a> — September 2023</li> </ul>
South Korea (previously covered with upcoming effective dates)	
Development	<p><b>Wealth</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Deadline for implementation of defined contribution default investment option approaches</a> — key date: 12 July 2023</li> </ul>

# Europe, Middle East and Africa (EMEA)

<b>European Union (EU) (new)</b>	
<b>Status</b>	 <b>Effective dates vary</b>
<b>Development</b>	<p><b>Career</b> <b>Pay transparency law approved</b></p> <p>Certain employers in the European Union will have to report annually on their gender pay gap, and employers will be prohibited from asking job applicants about their salary history, under measures in an EU directive to strengthen equal pay for equal work. The measures aim to improve pay transparency, encourage organizations to review their pay structures and enable individuals to enforce their right to equal pay. The gender pay gap across the EU was 12.7% in 2021, with significant variations among member states. The Council of Ministers gave final approval to the proposed measures on 24 April 2023.</p> <p>Member states will have three years to transpose the directive into national laws, following the directive's 10 May 2023 publication in the EU's Official Journal. Gender pay gap reporting will be phased in, depending on the organization's workforce size, and likely will begin in mid-2027. Employers with 250 or more workers will have to submit their first annual gender pay gap report four years after the directive's entry into force date (2027). Employers with 150 to 249 workers will file the first report four years after the directive's entry into force date (2027), and every three years thereafter based on the previous year. Employers with 100 to 149 workers will submit the first report eight years after the directive's entry into force date (2031), and every three years thereafter.</p> <p>Employers will no longer be allowed to ask job applicants for their salary history. Employers will have to give applicants information about the role's initial pay and its range, based on objective, gender-neutral criteria, prior to the interview or signing the contract.</p>
<b>Resources</b>	<a href="#">Directive</a> (Europam 10 May 2023)

<b>EU</b>	
<b>Status</b>	 <b>Consultation is open until 25 May 2023.</b>
<b>Development</b>	<p><b>Wealth</b></p> <p><b>EIOPA consults on technical advice for IORP II review</b></p> <p>The European Insurance and Occupational Pensions Authority (EIOPA) has launched a public consultation on draft technical advice for the review of the IORP (Institutions for Occupational Retirement Provision) II Directive. The draft responds to the European Commission’s call for advice and is open to comments until 25 May 2023. EIOPA will provide its final advice in October 2023. The consultation covers advice in the following areas:</p> <ul style="list-style-type: none"> <li>• The directive’s adequacy from a prudential and governance viewpoint and impact on the stability of different types of IORPs, including issues concerning proportionality, liquidity risk, the treatment of conflicts of interest, the effective use of data and standardized risk assessment</li> <li>• Cross-border activity and transfers</li> <li>• Information to members and beneficiaries, and other business conduct requirements, such as the functioning of the pension benefit statement, the appropriate presentation of information in a digital context, and ways to provide additional transparency on costs and charges</li> <li>• The need for and possible ways of adapting the regulatory framework to the shift from defined benefit (DB) to defined contribution (DC) schemes, including options related to long-term risk assessments of DC IORPs, draft advice on reporting costs and charges, complaint procedures, members’ and beneficiaries’ contribution to their IORP’s decision-making, and the fitness of the individuals who run DC IORPs</li> </ul> <p>IORPs currently do not have to integrate sustainability factors in making investment decisions. The advice considers the sustainability aspects of IORPs’ fiduciary duties and stewardship rules and suggests introducing provisions on sustainability risks similar to those for insurers. The consultation paper also suggests raising awareness of the extent to which member states can take active steps to reduce the gender pension gap.</p> <p>To improve the diversity of IORPs’ management boards, draft advice covers an IORP policy to promote diversity and inclusion (D&amp;I) in the management body, a representation target for the underrepresented gender in the management body, gender neutrality of remuneration policies, and D&amp;I reporting by IORPs.</p>
<b>Resources</b>	<a href="#"><u>Consultation on the technical advice for the review of the IORP II Directive</u></a> (EIOPA, 3 March 2023)

EU (previously covered, with upcoming effective date)	
Development	<p><b>Career</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Directive on promoting statutory minimum wages finalized</a> — key date: 15 November 2024</li> <li>• <a href="#">Law to improve gender balance on company boards approved</a> — key date: 30 June 2026</li> </ul> <p><b>Career — Wealth</b></p> <ul style="list-style-type: none"> <li>• <a href="#">EU requires enhanced corporate sustainability disclosures</a> — key date: 6 July 2024</li> </ul>
Belgium (previously covered, now effective)	
Status	<p> <b>Currently effective</b></p>
Development	<p><b>Career</b></p> <p><b>Collective agreement increases bicycle allowance</b></p> <p>From 1 May 2023, employers in Belgium must pay an increased bicycle allowance of €0.27 per kilometer (KM) to employees who regularly commute to work using a bicycle, an electrically powered motorized bicycle (e-bike) or speed pedelec. The bicycle allowance is included in a National Labor Council’s supplementary collective (CCT 164) bargaining agreement (CBA), signed in January 2023. The social partners will evaluate the measure’s impact during 2024. Highlights include:</p> <ul style="list-style-type: none"> <li>• Employees must declare to their employer how many KMs they cycle and how often they commute by bike.</li> <li>• The allowance is capped at 20 KM per one-way journey and is exempt from social security and tax. The allowance will be tax-deductible for employers.</li> <li>• Eligible employees must commute to work one or more times per week or during the summer. Employees cannot have a full-time annual rail season ticket but can combine bicycling with another means of transport.</li> <li>• Employers must pay a bicycle allowance before 1 May 2023 if it is included in a CBA. Such measures can continue after 1 May, even if the allowance amount is less than €0.27 per KM. However, from 1 May, the CBA will supersede a company or individual agreement that provides bicycle allowances of less than €0.27.</li> <li>• No allowance is paid between 1 May and 31 December 2023 to employees subject to a joint committee established on or after 1 January 2020.</li> </ul>
Resources	<p><a href="#">National Labor Council’s supplementary collective (CCT 164) bargaining agreement</a> (French) (Conseil National du Travail, 24 January 2023)</p>
Belgium (previously covered, with upcoming effective date)	
Development	<p><b>Wealth</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Blue- and white-collar pension harmonization postponed</a> — key date: 1 January 2027</li> </ul>

Finland (new)	
Status	 <b>Currently effective</b>
Development	<p><b>Career — Wealth</b></p> <p><b>Restructuring protection scheme introduced to boost employment of older employees</b></p> <p>Changes to Finland’s restructuring protection scheme that aim to increase the reemployment rate of terminated individuals ages 55 years and older took effect on 1 January 2023. The measures in the Act on Restructuring Protection phase out the early retirement program, introduce a “change security allowance” for employees who lose their jobs, provide “change security training” and expand the period of paid reemployment leave. Highlights include:</p> <ul style="list-style-type: none"> <li>• Eligible employees must be at least age 55, have worked for their employer for five or more years, and have registered as a job seeker with the Employment and Economic Development Office within 60 days of dismissal.</li> <li>• Employers must inform affected employees about the change security allowance and training.</li> <li>• Employers will pay a restructuring protection fee to the Employment Fund when dismissing an eligible employee for production or financial reasons; smaller employers are exempt from the payment. The fee has replaced the liability component under the old scheme and pays for half of the change security costs — an increased employers’ levy for unemployment insurance pays for the rest.</li> <li>• Other changes phase out the expanded unemployment benefits that allowed certain terminated employees to receive earnings-related unemployment benefits until age 65. The employer-paid liability component that funds these benefits will be phased out and replaced by the change security scheme.</li> </ul>
Resources	<p><a href="mailto:sirkka.linden@mercer.com">sirkka.linden@mercer.com</a></p> <p><a href="#">The new act on restructuring protection will enter into force in January 2023</a> (Government, 28 December 2022)</p>
Finland (new)	
Status	 <b>Currently effective</b>
Development	<p><b>Wealth</b></p> <p><b>Regulator no longer requires A1 social securities for short trips</b></p> <p>Employers generally do not need to apply for an A1 social security certificate for employees who make very short business trips to countries in the European Union, European Economic Area and Switzerland, under revised guidance from the Finnish Center for Pensions. Prior guidance required employees to have an A1 social security certificate from the first day of any period of work conducted outside of Finland. Now, A1 certificates are only necessary for very short trips if the host country requires it. The revised guidance does not specify when employers should apply for an A1 certificate, but those certificates likely would be necessary for work trips lasting two weeks or longer. However, employers can apply retroactively for an A1 certificate.</p>
Resources	<p><a href="mailto:sirkka.linden@mercer.com">sirkka.linden@mercer.com</a></p> <p><a href="#">Short conference and business trips</a> (Government)</p>

France (new)	
<b>Status</b>	 <b>Effective 1 July 2023</b>
<b>Development</b>	<p><b>Career</b>  <b>Pay-slip disclosure rules for employers proposed</b></p> <p>Starting 1 July 2023, pay slips issued in France must show the employee's social net salary after all social security charges are deducted. The measures are included in a decree published on 7 February 2023 that aims to simplify the process for low-income individuals applying for government benefits like the activity bonus or the minimum income allowance. Pay slips currently have to indicate only the employee's gross salary, the withholding tax amount and the sum paid to the employee. Starting in 2024, employers will have to declare the social net amount to the authorities via the monthly social declaration (DSN).</p>
<b>Resources</b>	<a href="#">Decree</a> (French) (Government)
France (new)	
<b>Status</b>	 <b>Currently effective</b>
<b>Development</b>	<p><b>Career</b>  <b>Minimum wage increased</b></p> <p>From 1 May 2023, France's minimum wage rates increased to €1,747.20 per month (up from €1,709.28), €11.52 per hour (up from €11.27) and €4.10 as the guaranteed minimum (up from €4.01).</p>
<b>Resources</b>	<a href="#">Order of 26 April 2023 relating to the increase in the minimum wage</a> (France) (Government, 27 April 2023)
France (previously covered, updated)	
<b>Status</b>	 <b>Proposal</b>
<b>Development</b>	<p><b>Wealth</b>  <b>Increased pension age and contribution period proposed</b></p> <p>Proposed retirement reforms could take effect from 1 September 2023. The reforms include changing two key aspects:</p> <ul style="list-style-type: none"> <li>• The legal retirement age would progressively increase to 64 years by 2030 for individuals born in 1968 or later.</li> <li>• The contribution period required to receive full pension benefits would be extended — individuals born in 1965 or later would need 172 validated quarters.</li> </ul> <p>The legal retirement age in France currently is 62, and full pension benefits are available to retirees with sufficient validated quarters, capped at 172 validated quarters for individuals born in 1973 or later. For example, an employee born in 1963 with 168 validated quarters could receive a full pension at age 62. Individuals who retire without sufficient validated quarters receive permanently reduced pension benefits (retirement before age 62 is not possible, with few exceptions).</p>
<b>Resources</b>	<a href="mailto:marina.rouxel@mercer.com">marina.rouxel@mercer.com</a> <a href="#">Reforms</a> (French) (Government, 16 March 2023)

France (previously covered, with upcoming effective date)	
Development	<b>Career</b> <ul style="list-style-type: none"><li>• <a href="#">New gender quotas imposed for senior execs/management teams</a> — key date: 1 March 2026</li></ul> <b>Career — Health</b> <ul style="list-style-type: none"><li>• <a href="#">Metallurgy sector agrees on national CBA</a> — key date: 1 January 2024</li></ul>
Gibraltar (previously covered, with upcoming effective date)	
Development	<b>Health — Wealth</b> <ul style="list-style-type: none"><li>• <a href="#">Social security contribution rates change</a> — key date: 1 July 2023</li></ul>
Greece (new)	
Status	 <b>Currently effective</b>
Development	<b>Health</b> <b>Private-sector employees given paid time off for gynecological medical visit</b> Women employed in the private sector can now take one day's paid leave per year to attend a gynecological examination. This leave right previously applied only to women employed in the public sector.
Resources	<a href="mailto:maria.markopoulou@marsh.com">maria.markopoulou@marsh.com</a> <a href="#">Law 2023 (Greek) (Official Gazette, 13 April 2023)</a>

**Ireland (new)****Status****Effective date is not yet known.****Development****Career — Health****Work-life balance measures enacted**

Employees can request remote working and flexible working for caring purposes and will be entitled to more leave in certain circumstances, under measures in the Work Life Balance and Miscellaneous Provisions Bill 2022. The Workplace Relations Commission (WRC) will issue a code of practice, and the government will publish regulations and a commencement order to make the measures effective. Proposals to allow employees to request remote working were first issued in 2022 and later included in this bill to implement the EU's directive 2019/1158. Highlights include:

- Employees can submit a written request at least eight weeks before the start of the proposed remote working arrangement. Employers weighing such requests must consider the needs of the employee and the organization and must generally reply to the employee within four weeks. The response must set out details for the arrangement or the grounds for their refusal. Employers can terminate a remote working agreement if it has a substantial adverse impact on the organization, or if they believe the employee is abusing the arrangement.
- Employees can request flexible working arrangements to care for a child up to age 12 (or age 16 if the child has a disability or a long-term illness). Employees also can request flexible work to care for a person with a serious medical condition who is in a specified relationship with the employee or lives in the same household. Employers can request a medical certificate as evidence.
- Employees can lodge a complaint with the WRC if they believe their employer has not complied with the act's remote or flexible working measures. However, neither an employee nor the WRC can challenge an employer's refusal to grant or to withdraw remote or flexible working arrangements. The WRC can impose sanctions of up to four weeks' remuneration for breaches of the remote working measures and up to 20 weeks' remuneration for noncompliance with the flexible work measures.
- Eligible employees can take up to five days of unpaid leave in any 12-month period to provide significant care or support for a "serious medical reason" to a person in a specified relationship with the employee or living in the same household.
- Employees who are victims of domestic violence can take up to five days of employer-paid leave in any 12-month period to access medical care, legal advice or other specialist support.
- Employees — including transgender men — who are breastfeeding will be entitled to take time off or reduce their working hours for up to two years (increased from 26 weeks).

**Resources**

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[New workers' rights, including domestic violence leave, introduced under the Work Life Balance Bill passed by the Oireachtas](#) (Government, 1 April 2023) and [Work Life Balance and Miscellaneous Provisions Act 2023](#) (Legislature, 4 April 2023)

<b>Ireland (previously covered, with upcoming effective date)</b>	
<b>Development</b>	<b>Career</b> <ul style="list-style-type: none"><li>• <a href="#">Gender pay gap regulations issued</a> — key date: December 2023</li></ul>
<b>Israel (new)</b>	
<b>Status</b>	 <b>Currently effective</b>
<b>Development</b>	<b>Career</b> <b>Minimum wage increased</b> The monthly minimum wage increased on 1 April 2023 to ILS5,571, up from ILS5,300. The new hourly minimum wage is ILS30.6, up from ILS29.12.
<b>Resources</b>	<a href="#">Minimum wage information</a> (Hebrew) (Government)

Israel (previously covered, now effective)	
Status	 Currently effective
Development	<p><b>Health</b></p> <p><b>Private medical insurance (PMI) coverage reforms enacted</b></p> <p>Reform of Israel's health insurance will apply to all individual and group PMI policies signed or renewed on or after 1 May 2023. (The original effective dates were 1 December 2022 and then 1 February 2023). Existing plans are unaffected until renewed. The reform strives to establish a comprehensive PMI framework and a hierarchy between different parts of the products, force a more uniform policy structure, and increase the transparency and comparison of prices for similar products. Many individuals use PMI to supplement the standard medical services provided under the National Health Insurance (NHI). Highlights include:</p> <ul style="list-style-type: none"> <li>• <b>A new five-tiered of coverage PMI structure.</b> The first tier is the basic PMI package for medical catastrophes, which will include three uniform policies covering transplants and special treatments abroad, medicine not included under the NHI, and surgical procedures abroad. The three other tiers will offer additional healthcare options (surgery, ambulatory services, and various extensions to these coverages) and will be available after an individual purchases the basic Tier 1 coverage from the same company or a different insurer. Tier 4 (ambulatory services) must include, at a minimum, some combination of the coverages listed by the regulator. Tier 5 includes critical illness insurance.</li> <li>• Individuals will have access to an online PMI tool that outlines their coverage and premiums paid and enables comparisons to available health coverage and premiums.</li> <li>• Discounts can be provided only if they remain available at the same level for at least 10 years.</li> <li>• If new policies are sold with coverages overlapping older products, the older products must be cancelled.</li> <li>• Cancelling the basic policy will automatically cancel all other tiers.</li> </ul>
Resources	<a href="#">Press release</a> (Hebrew) (Government, 28 March 2022)

**Netherlands (new)****Status**  **Effective 1 July 2023****Development****Career****Minimum wage to increase**

The monthly minimum wage rates will increase on 1 July 2023 to €1,995 (up from €1,934). The weekly minimum wage will be €460.40 (up from €446.40), and the daily minimum wage will be €92.08 (up from €89.28).

From 2024, a minimum hourly rate of €12.79 will be introduced and calculated on a 36-hour workweek, although only the monthly, weekly and daily rates will be legally valid. Wage rates included in CBAs could be calculated on different weekly work hours (36, 38 or 40 hours). The corresponding minimum hourly rates will be €12.12 for a 38-hour week and €11.51 for a 40-hour week. Workers younger than 21 can be paid a percentage of the minimum wage; the percentages range from 80% for workers age 20 to 30% for workers age 15. The regulation provides monthly, weekly, daily and unofficial hourly values for all impacted age groups.

**Resources**

[Information on the law](#) (Dutch) (Government, 17 April 2023)

**Netherlands (previously covered, with upcoming effective date)****Development****Career**

- [Whistleblowing law revised](#) — key date: 17 December 2023
- [30% tax rule for expat employees to change](#) — key date: 1 January 2024

**Wealth**

- [Pension plan reforms delayed](#) — key date: 1 July 2023

**Nigeria (previously covered, with upcoming effective date)****Development****Health**

- [Health insurance coverage to significantly expand](#) — key date: Implementation date unknown

Poland (update)	
Status	 Currently effective
Development	<p><b>Career — Health</b></p> <p><b>Leave entitlement, protections for working parents established</b></p> <p>Employees in Poland are entitled to expanded parental leave, carer's leave and "force majeure" leave under labour code revisions, some of which implement the European Union's directive on work-life balance for parents and carers. The measures took effect on 26 April 2023. Highlights include:</p> <ul style="list-style-type: none"> <li>• <b>Parental leave.</b> Employees can take up to 41 weeks of parental leave (up from 32) for a child's birth and up to 43 weeks (up from 34) for multiple births. Each parent can take up to nine weeks of nontransferable leave, and both parents can take leave at the same time.</li> <li>• <b>Carer's leave.</b> Employees can take up to five workdays per year to care for a family member (son, daughter, mother, father or spouse) or a household member who requires care or support for serious medical reasons. Employees must provide their employer at least one day's written notice before taking carer's leave and include their relationship to the person requiring care and the medical reason for the leave.</li> <li>• <b>Force majeure leave.</b> Employees can take up to two days (or 16 hours) of leave every year for urgent family matters arising from an illness or accident if their immediate presence is necessary. The leave is paid at half-rate.</li> <li>• <b>Protection for working parents.</b> Employees with children younger than eight years can refuse night work, overtime work, split shifts that include a rest period of up to five hours and work in another location.</li> </ul>
Resources	<p><a href="mailto:kamil.skowera@MercerMarshBenefits.com">kamil.skowera@MercerMarshBenefits.com</a></p> <p><a href="#">Information on the law</a> (Polish) (Ministry of Family and Social Policy, 24 March 2023)</p>
Poland (previously covered, with upcoming effective date)	
Development	<p><b>Career</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Minimum wage to increase</a> — key date: 1 July 2023</li> </ul>
Saudi Arabia (previously covered, with upcoming effective date)	
Development	<p><b>Career</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Contracting with companies with regional headquarters outside of the kingdom to cease</a> — key date: 1 January 2024</li> </ul>

## South Africa (new)

### Status



Expected to take effect on 1 September 2023

### Development

#### Career

##### Amended employment equity measures enacted

Under changes to South Africa's Employment Equity Act 55, 1998 (EEA), "designated employers" in certain industry sectors will face new numerical employment targets for historically disadvantaged groups, and the EEA will no longer apply to employers with fewer than 50 employees. The amended act is expected to take effect on 1 September 2023.

At present, the EEA generally applies to all employers in South Africa, with the exception of some government organizations. The law prohibits indirect or direct discrimination in any employment policy or practice on grounds of race, gender, pregnancy, marital status, family responsibility, ethnic or social origin, color, sexual orientation, age, disability, religion, conscience, belief, political opinion, language, birth, culture, and HIV status.

Highlights of the revisions include:

- Industry sectors will have numerical representation targets based on race, gender and disability for all occupational levels to help achieve equitable representation of designated groups. In consultation with the Employment Equity Commission, the Minister of Employment and Labour can set numerical targets for specified national economic sectors (including an industry, a service, or part of any industry or service) and geographic regions, subject to a minimum 30-day consultation. A "designated employer" must align the employment equity plan's (EEP's) numerical targets with the applicable sector target.
- Employers with fewer than 50 employees are no longer classified as a "designated employer" subject to the EEA. As a result, those employers will not have to develop, implement and submit an EEP to the Department of Employment and Labour.
- The act no longer includes a specific deadline for employers to submit their annual reports. Instead, the minister can make regulations regarding the submission of employment equity reports and their timing.
- Employers with a representative trade union must consult with that union about the EEP's content, submission, and implementation, and the employer's analysis of the employment barriers faced by individuals from designated groups. When the workforce has no unions, employers must consult with employees.
- Labour inspectors can generally serve compliance orders on a designated employer for failure to comply. The Labour Court can issue an order directing an employer to comply with the applicable sector and EEP targets and could impose a fine for noncompliance with the order.

### Resources

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[Act](#) (Official Gazette, 14 April 2023)

Spain (previously covered, with upcoming effective date)	
Development	<p><b>Career — Health</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Employees will be allowed to take sick leave due to ‘incapacitating menstruation’</a> — key date: 1 June 2023</li> </ul> <p><b>Wealth</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Changes to public pension system enacted</a> — key date: 1 January 2024</li> </ul>
Switzerland (new)	
Status	<p> <b>Effective date is not yet known.</b></p>
Development	<p><b>Wealth</b></p> <p><b>Occupational pension reforms pass parliament</b></p> <p>Measures aimed at strengthening pension sustainability and improving the regulation on occupational pension coverage of part-time workers passed Switzerland’s parliament on 17 March 2023. However, the occupational benefit regulation (BVG 21) reforms are controversial and likely will be put to a public referendum in spring 2024. The changes complement other pension system reforms (AHV 21) to mandatory and voluntary old-age and survivors’ insurance that were approved on 25 September 2022 and will take effect on 1 January 2024. Please also read Mercer’s <a href="#">briefing</a> on the BVG 21 reforms. Highlights include:</p> <ul style="list-style-type: none"> <li>• Reduction of the minimum conversion rate used to calculate pension benefits to 6%, down from 6.8%, to reflect the increased life expectancy and anticipated investment returns</li> <li>• Removal of the fixed coordination offset, and a requirement to cover 80% of the insured’s salary, with the aim of supporting more lower-earning individuals</li> <li>• Reduction of the salary threshold to CHF19,845, down from CHF22,050, to join an occupational benefit plan. An estimated 70,000 new members could become eligible to join a scheme as a result.</li> <li>• Introduction of new old-age credit rates — 9% from ages 25–44 and 14% from age 45 up to the reference age (currently, contributions are age-dependent with four levels).</li> <li>• Payment of supplements — ranging from CHF100 to CHF200 per month for 15 cohorts, depending on the cohort and pension assets at retirement — for the transitional generation</li> </ul>
Resources	<p><a href="mailto:jan.koller@mercer.com">jan.koller@mercer.com</a></p> <p><a href="#">Information on occupational pension reforms</a> (German) (Government, 17 March 2023) and <a href="#">Briefing</a> (German) (Mercer, March 2023)</p>

Switzerland (previously covered, updated)	
Status	 Effective 1 January 2024
Development	<p><b>Wealth</b></p> <p><b>First-pillar pension scheme reforms approved</b></p> <p>Reforms of Switzerland's AHV first-pillar scheme providing old-age and survivors' insurance were approved by public vote on 25 September 2022 and will take effect on 1 January 2024. The changes include a harmonized pension age for men and women; increased value-added tax (VAT) to fund the reforms; and an option for individuals ages 63 to 70 to retire flexibly. The parliament recently passed other reforms of the BVG second-pillar scheme (providing old-age, survivors' and disability insurance), but a referendum is very likely in spring 2024.</p>
Resources	<p><a href="mailto:jan.koller@mercer.com">jan.koller@mercer.com</a></p> <p><a href="#">Information on first-pillar pension reforms</a> (German) *Government)</p>
UK (new)	
Status	 Currently effective
Development	<p><b>Wealth</b></p> <p><b>Pensions regulator's funding statement released, and funding code delayed to April 2024</b></p> <p>The Pensions Regulator's (TPR's) Annual Funding Statement for 2023 highlights TPR's general expectations of all DB pension schemes, and sets out specific guidance for trustees and sponsors of schemes with actuarial valuation dates falling between 22 September 2022 and 21 September 2023 (those in "tranche 18"). The guidance is also relevant to schemes undergoing significant changes that require a review of funding and risk strategies.</p> <p>TPR recently confirmed that the new Funding Code will not now come into force until April 2024. However, the Annual Funding Statement closely reflects the principles that TPR included in the draft Funding Code.</p>
Resources	<p><a href="mailto:jane.biggerstaff@mercer.com">jane.biggerstaff@mercer.com</a></p> <p><a href="#">Annual Funding Statement for 2023</a> (TPR, 27 April 2023)</p>

<b>UK (new)</b>	
<b>Status</b>	 <b>Currently effective</b>
<b>Development</b>	<p><b>Career</b></p> <p><b>Government issues guidance on voluntary ethnicity pay reporting</b></p> <p>The UK government has issued guidance to employers who want to voluntarily publish their ethnicity pay gaps. The guidance addresses how employers could collect employees' ethnicity data; gather the payroll data required for ethnicity pay calculations; make ethnicity pay calculations; analyze, understand, and present the results; and develop an action plan to address any identified disparities.</p> <p>Since 2017, UK employers that have 250 or more employees must publish gender pay gap figures. The government confirmed in 2022 that it would not introduce mandatory ethnicity pay gap reporting but instead would issue guidance for employers that want to report voluntarily. The guidance:</p> <ul style="list-style-type: none"> <li>• Defines the ethnicity pay gap as a measure of the difference between ethnic groups' average earnings across an organization over a period of time, regardless of the individual's role or seniority</li> <li>• Cautions that collecting data on employees' ethnicity is complex, requiring sensitivity and transparency; encourages employers to consider additional guidance, such as, the Race Disparity Unit's Standards for Ethnicity Data; and warns that ethnicity pay reporting, given that it may involve many ethnic groups, is more challenging than gender pay reporting because it may involve many ethnic group</li> <li>• Cautions employers about the possible confidentiality risks in presenting results for ethnic groups that have very low numbers of employees</li> <li>• Advises on the steps employers should consider when preparing payroll data to calculate the ethnicity pay gap</li> <li>• Recommends employers consider a range of calculations broken down by ethnicity categories and avoid relying on a single calculation (such as simply comparing white employees to all other ethnic groups together)</li> <li>• Recommends that employers examine the causes of pay disparities (including reasonable explanations for the differences) and carefully consider how to explain the results</li> <li>• Suggests employers consider publishing an action plan that includes clear and measurable targets to address the possible causes of ethnicity pay gaps and to improve understanding of the organization's pay statistics and a commitment to address unfair disparities</li> </ul>
<b>Resources</b>	<a href="#">Ethnicity pay reporting: Guidance for employers</a> (Government, 17 April 2023)
<b>UK (previously covered, with upcoming effective date)</b>	
<b>Development</b>	<p><b>Wealth</b></p> <ul style="list-style-type: none"> <li>• <a href="#">New rules on defined contribution pension illustrations published</a> — key date: 1 October 2023</li> </ul>



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