



# PUBLICATION REVIEWS

## **Global Employee Privacy and Data Security Law**

**Miriam Wugmeister and Christine Lyon**  
**Morrison & Foerster LLP**

*"... a good overview of the global privacy and data security laws that a company must be prepared to comply with when it goes global. The material provides an excellent starting point for those who want to become well versed in U.S. and international laws regarding privacy and data security."*

—**Legal Information Alert** (Volume 29 #3)  
Alert Publications, Inc. Chicago, IL  
[www.alertpub.com](http://www.alertpub.com)

action. Information on final purchase price negotiations and various contract and purchase agreement drafting is reviewed. As with all other chapters in this book, this final group includes very helpful summary key points at the end of each chapter. Some chapters also include helpful appendixes. Particularly noteworthy is the chapter four due diligence checklist.

Although the authors briefly point to legal considerations in the M&A process, this is not a legal title. It was written by CPAs to provide practical guidance to due diligence activities. The authors accomplish this goal therefore the book would be more appropriate for an undergraduate or graduate business library than an academic law library.

—Helen N. Levenson, Head of Public Services,  
Thomas M. Cooley Law Library,  
Auburn Hills Campus MI

## **EMPLOYMENT LAW**

### **Global Employee Privacy and Data Security Law.**

Miriam H. Wegmeister & Christine E. Lyons. 2009. BNA Books. Softcover. 698p. ISBN: 978-1-57018-805-3. \$250.

When a formerly national company expands outside its home country borders, then it must, as an employer, understand and comply with the privacy and data security laws of each new country where it conducts business. Laws are increasingly being enacted, and regulations promulgated that address employees' right to make decisions about the privacy of their personal information. The issue of data security is receiving heightened scrutiny in the United States and abroad. The trend in data security laws has evolved from the response-driven (e.g., how to respond to an information security breach) to the proactive (e.g., how companies should prevent and protect against breaches). Employers who fail to address workplace and data security legal requirements may find that they are precluded from sharing information with affiliate entities. Worse, the company may be subject to fines and scrutiny by data protection regulators. By comparing major legislation for more than 65 countries in a concise manner, the authors, who practice at Morrison & Foerster, highlight the key differences among selected jurisdictions around the globe.

Chapter one begins with a comprehensive, 100-page overview of the legal framework as applied to workplace privacy issues in key jurisdictions, including the U.S., Canada, the European Union, and Japan. This chapter imparts a greater appreciation for the jurisdictional differences in work-

place privacy. After this overview, the volume is topically organized in much the same way practitioners think about privacy in the employment area. Topics covered by chapters two through nine include Email and Internet Monitoring, Personnel Records, and Security Breach Notification Requirements, to name just a few. These topical chapters cover the most pressing issues of the day. For example, Background Checks and Investigations (chapter two) focuses on the importance of employer notification prior to conducting the check, and the restrictions on the types of information that can be collected about an employee. The comparison of the laws and regulations on each topic (also by country) are a positive feature of the volume.

In Chapter Ten, the authors focus on the components needed to create and maintain a successful data security corporate program. When developing an information security program, it is important that companies not only focus on the technical aspects of data protection, but also on its

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***This timely book provides a good overview of the global privacy and data security laws....***

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people. Components of a program should include risk assessment, a security program coordinator, an employee training and awareness program, access controls - both physical and technical security, and the establishment of data destruction/retention limits. No program is complete without planning for oversight of the service providers and documentation of security breach responses. The authors have also included an analysis of how the laws of a particular country will affect each element of the program.

A detailed table of contents enables users to easily locate topics of interest. Other helpful features include charts, exhibits and an appendix.

This timely book provides a good overview of the global privacy and data security laws that a company must be prepared to comply with when it goes global. This title could under gird a CLE program owing to its broad coverage. The material provides an excellent starting point for those who want to become well versed in U.S. and international laws regarding privacy and data security. This volume would be useful in academic, firm or corporate law libraries.

—Janice Collins, Reference Librarian,  
Sonnenschein Nath & Rosenthal,  
Chicago