

A close-up photograph of an ant carrying a large, textured ball of soil on its back. The ant is positioned on a dark, rocky surface, and the background is a clear blue sky. The image is split vertically, with the left side showing the ant and the right side showing a dark red background.

# EMPLOYMENT

We speak your language.  
**Everywhere.**

AUSTRIA BELGIUM BULGARIA CHINA CZECH REPUBLIC FRANCE  
GERMANY HUNGARY ITALY POLAND ROMANIA SLOVAKIA SPAIN TURKEY



## WE HAVE OUR FOCUS FIRMLY ON YOUR ENTREPRENEURIAL GOALS

The world of work is changing at a rapid pace. Global competition, demographic change and structural changes are placing strategic and legal demands on companies. Be it in phases of growth or in difficult economic times:

We are at your side to help you make personnel decisions that are safe for your company.

Our team advises national and international companies in all areas of individual and collective employment. We support you in your day-to-day HR work as well as in extensive projects.

In addition to strategically smart personnel decisions, contracts contribute to setting the course for future business development.

We develop tailor-made, legally secure and future-proof agreements for you. In doing so, we contribute to the risk management and success of your company.

We are also available for your questions during an existing contractual relationship or in connection with the termination of employment relationships in an advisory capacity out of court and in court proceedings.

In the event of reorganisation measures, such as operational changes and plant closures, we advise you on strategic planning, show you design options and reliably assist you with legally compliant implementation. In the event of transactions, we support you in employment due diligence checks and the subsequent post-merger design.

Legislation and case law are constantly changing employment. We have our finger on the pulse for you, observe the developments and can give you predictive advice.

### Three good reasons - what sets us apart:

**Your challenges are our day-to-day business.** Our lawyers combine the full range of skills required to successfully implement your strategic and operational objectives.

**We want to understand your business.**

And make every effort to really get to know you. Our goal is to build a long-term partnership and work closely with you - side by side with your management teams.

**Locally rooted, nationally and internationally networked.**

At our locations, lawyers are at work who know the legal and economic particularities on site and are at home in the respective cultures. As a team, we develop solutions for you that take you further. No matter whether on the national or international stage.



## SELECTED CONSULTATION GOALS

Tailor-made and economically pragmatic solutions for your company are our top priority. This is how we adapt our team to your individual needs. For complex and cross-border projects, we work in interdisciplinary teams across locations and countries on the optimal solution for you.

### **Establishment, design and termination of employment relationships**

- Formulation of employment contracts, managing director contracts, management contracts and consultancy contracts
- Employee participation, bonus systems
- Employee protection, working hours law
- Reduced working hours systems
- Termination of employment contracts, right of termination and termination agreements

### **Works constitution law**

- Drafting and negotiating collective agreements and company agreements as well as advice on their amendment
- Representation in company mediation or arbitration procedures

### **Corporate acquisitions, restructuring and operational changes**

- Advising on conversions and company acquisitions or sales

- Due diligence under employment
- Advice on the sale of operations and restructuring
- Strategic consulting for business transfers
- Consultation on reconciliation of interests and social plan negotiations

### **Social security law**

- Advice regarding the social security status determination of freelancers
- Company pension scheme, including
- Advice on the introduction and change of company pensions, employee pension schemes

### **Conducting of cases, including**

- representation before all labour and social courts as well as in special proceedings, for example in relation to disabled employees
- Representation in labour court resolution proceedings, among others, towards works councils



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*Please note: The explanations above do not claim to be conclusive. They are only intended to provide initial information and orientation. They do not replace detailed legal advice. We are at your disposal for such a consultation.*