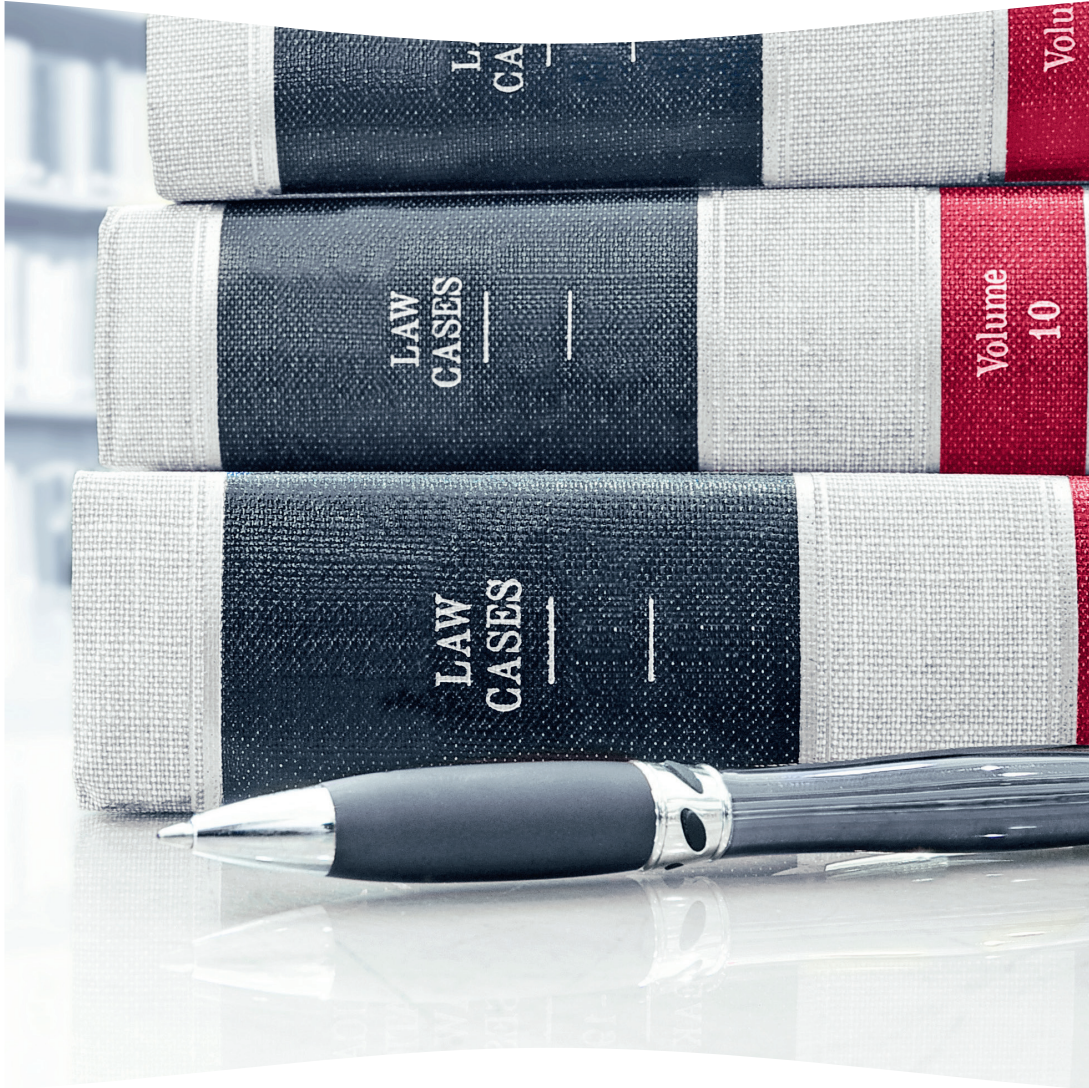


# Luther.



# Employment Law

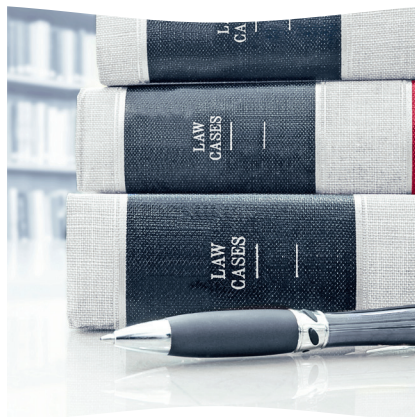
# Employment Law – Our Solutions, Your Success.

In addition to the “everyday” employment law matters within a company, matters particularly in the areas of collective agreements and restructuring and reorganisation have gained complexity. This complexity not only demands sound legal and commercial expertise on the part of the advisor, but moreover requires a considerable amount of empathy for the particularities of the business interests of a company.

This is the reason why Luther has its own practice area “Employment Law”. Our experts have significant and comprehensive experience both in individual and collective employment law matters, which ranges from national to international legal matters. Comprehensive employment law advice is in many cases not possible without the involvement of EU law and European case law. In addition, problems with international dimensions are becoming increasingly more common.

As innovative business lawyers, we not only see it as our duty to deliver our clients employment law advice at its best, but moreover, to identify the reasons for the situation and the prevailing motivation of the company, in each particular case. In addition to a legal assessment of the situation, our approach to finding solutions comprises considering business objectives, the practicality of the solutions arrived at and the ability to communicate such solutions to the workforce, the proprietors and the general public. This is the only way which, together with our client, we can develop the ideal solutions to employment law problems and implement these into the company successfully and on a long-term basis. As every company has its own identity and culture, our advice does not come ready-made, but rather tailor-made to suit individual needs.

Our clients in the practice area of employment law are commercial enterprises of all sizes from all branches and industries as well as public authorities. Furthermore, we advise supervisory boards, management boards and managing directors.



# Our Services

## Collective Employment Law

- Collective bargaining law, changes to collective bargaining agreements, company agreements and supplementary collective bargaining agreements
- Co-determination in supervisory bodies
- Co-determination, works agreements, social plans and reconciliation of interests
- Arbitration committee proceedings
- Drafting work rules, labour standards and working time models
- Drafting guidelines for posted workers

## Company Pension Plans

- Drafting and amending company pension plans
- Transferring employee pension plans
- Company pension law in liquidation and insolvency

## Employment Law Aspects of Corporate Acquisitions

- Employment law due diligence
- Restructuring within the framework of mergers and acquisitions
- Transfer of undertakings according to section 613a German Civil Code (BGB)
- Post merger integration

## Privatisation/Restructuring/Reorganisation

- Privatisation of public services
- Outsourcing and reintegration of plant sections and business divisions
- Assisting with reorganisation procedures
- Reconciliation of interests and social plans
- Insolvency employment law and insolvency proceedings

## Individual Employment Law

- Drafting employment contracts and service contracts including contracts for managing directors, management board members and freelancers
- Liability of management board members and managing directors/D&O
- Stock option plans and variable compensation models
- Termination of employment contracts, termination law, cancellation agreements
- Posted worker agreements for expatriates
- Employee invention law
- Procedural law

## Social Security Law

- Partial retirement
- Legal questions concerning social security contributions
- Disguised employment including status clarification proceedings
- Short-time working

## Further Services

- Litigation
- Public services law
- Advice regarding legislative procedures
- Employment law matters involving international elements
- In-house training for management and HR departments
- Compiling employment manuals
- Employee data protection

Luther Rechtsanwaltsgesellschaft mbH advises in all areas of business law. Our clients include medium-sized companies and large corporations, as well as the public sector.

Berlin, Brussels, Cologne, Dusseldorf, Essen, Frankfurt a. M., Hamburg, Hanover, Leipzig,  
London, Luxembourg, Munich, Shanghai, Singapore, Stuttgart, Yangon

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