



Employee and Labor Relations

Whether employers are focused domestically or multi-nationally, the laws relating to an employer's relations with its workforce are becoming increasingly critical and central to corporate strategy. Whether the issue is compliance with international conventions or treaties, whistleblowing in the financial services sector, employee consultation over business reorganization, or even basic employment law compliance, success turns on navigating an increasingly complex regulatory framework. And where a multi-national company is targeted for a global strategic labor campaign of the type which seek to multiply an employer's legal and regulatory problems, a coordinated global response is necessary.

We are one of the few practices in the world that can combine experienced resource in this area covering more than 20 countries. Our approach is to use our considerable experience to deliver practical and effective solutions for our clients. We often assist clients in the formulation of strategic goals, applying best practice in the process, in addition to assisting clients to achieve or protect their long term pre set objectives.

With years of experience in dealing with collective employment and traditional labor matters and disputes, we are ideally placed to advise, guide and represent employer clients domestically and internationally.

CAPABILITIES

We advise extensively across the whole field of collective labour relations, including in relation to:

- Developing coordinated and innovative strategies for responding to the Global Strategic Campaigns that increasingly are the preferred strategies of global union federations and international labor unions.
- The establishment of national information and consultation forums and European Works Councils
- The conduct of trade union and works councils officials and employee representatives
- The contractual force of trade union agreements
- Industrial action ballots, strike action, industrial action short of a strike and picketing
- The impact on third parties of industrial action (usually via outsourced agreements) and remedies available
- Collective bargaining and pre-bargaining negotiating strategies
- Trade union recognition and de-recognition, both through voluntary arrangements and following judicial applications

KEY CONTACTS

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EXPERIENCE

- Advising and representing a significant employer within the construction materials sector, in relation to an organised leverage campaign mounted by a leading independent trade union. Injunction applications were issued prior to resolution via a negotiated settlement.
- Advising FTSE 100 and Fortune 250 companies in the retail, construction, transportation, security, and hospitality industries in relation to Global Strategic Labour campaigns.
- Advising a major provider in the outsource security services sector in relation to the de recognition of one of its two recognised trade unions.
- Advising employers in relation to the impact and effect of existing trade union agreements and providing a strategy to simplify and rebase trade union agreements via negotiation and the presentation of a new style recognition arrangement.
- Advising a world leading company in the transport sector in relation to reorganisation of its trade union recognition arrangements, allowing an extension to staff grades, whilst excluding manager grades and restricting collective bargaining rights in relation to a new grouping.
- We have advised a number of clients including one of the world's largest telecommunications companies on their unionisation strategies in China including advice on how to deal with the pressure to unionise and how to structure unions and deal with publicity once the decision to unionise had been taken.
- Providing strategic advice to a leading hotel chain in relation to European trade union pressure to establish a new binding European works councils agreement.
- Assisting a leading global pharmaceutical company in its strategy to "head off" pressure for its German based European Works Council (EWC) to be renegotiated in the light of the new legislation.
- Advising a UK-based listed global construction services business on all aspects of its industrial relations and employment matters in Australia, including enterprise bargaining and other union-related matters connected with major mining, oil and gas and infrastructure projects and issues concerning migration and cross-border employment.

INSIGHTS

Publications

Dallas passes ordinance requiring paid sick leave for private sector workers – key facts to know

29 APR 2019

With the effective date rapidly approaching, companies with employees in the City of Dallas should become familiar with the ordinance and review their applicable policies.

Global Employment Law Quiz 2019

11 JAN 2019

The annual quiz about global developments and trends in employment law.

NEWS

DLA Piper announces partnership promotions for 2019

1 APR 2019

DLA Piper is proud to announce that 77 lawyers have been promoted to its partnership. The promotions are effective as of April 1, 2019 in the United States and May 1, 2019 for EMEA and Asia Pacific. The promotions were made across many of the firm's practice areas in 43 different offices throughout 20 countries.

DLA Piper expands new Dublin office with four-partner hire

9 JAN 2019

DLA Piper today announces the appointment of four new partners from highly-regarded Irish firms to its newly opened Dublin office into four key practice areas of Finance and Projects (F&P), Corporate, Intellectual Property and Technology (IPT) and Employment. These hires follow the appointment of Corporate partner David Carthy as Ireland Country Managing Partner in May 2018.

DLA Piper appoints two directors in South Africa

12 SEP 2018

DLA Piper has strengthened its office in Johannesburg, South Africa with the appointment of two directors. Hendré Human joins the Corporate team from Webber Wentzel in Johannesburg, where he was a partner. Monique Jefferson joins the Employment team from Bowmans in Johannesburg, where she was a senior associate.

DLA Piper named International Law Firm of the Year in Ukraine for fifth year running at The Legal Awards 2018

24 MAY 2018

DLA Piper has been named International Law Firm of the Year in Ukraine at the 2018 Legal Awards, held by Yuridicheskaya Practika Publishing House. This is the fifth time the office has won the award.

DLA Piper announces partnership promotions for 2018

3 APR 2018

DLA Piper is proud to announce that 62 lawyers have been promoted to its partnership. The promotions are effective as of 1 April 2018 in the United States and 1 May 2018 for EMEA and Asia Pacific. The promotions were made across many of the firm's practice areas in 42 different offices throughout 20 countries.

DLA Piper hosts Employment Seminar in Romania

5 FEB 2018

DLA Piper has hosted an Employment Workshop in Bucharest, Romania, to discuss some of the main hot topics and developments in Employment Law.

Businesses still not fully aware of Data Protection issues

31 JAN 2018

DLA Piper has released its second Data Privacy Snapshot report, finding that once again, company global privacy programs have gaps in meeting increasingly demanding global privacy principles. Significantly, it appears that many companies are falling short of data protection obligations under the General Data Protection Regulation (GDPR), which will start to apply from 25 May

2018.

Six months until GDPR: companies still reporting low levels of preparedness

15 Nov 2017

For the over 200 organisations responding to DLA Piper's Data Privacy Scorebox online survey tool since the start of the year, the average alignment score with all key international data privacy principles was 31.5%, as against an 38.3% average score for respondents in the 2016 calendar year.

DLA Piper launches new platform for *Guide to Going Global* series

20 SEP 2017

DLA Piper has launched a new platform featuring its *Guide to Going Global* series, an online resource designed to help companies operating and growing their international businesses.

DLA Piper advises Link Group on £888 million (AU\$1.49 billion) acquisition of Capita Asset Services

10 Jul 2017

DLA Piper has advised Australian company Link Group (ASX: LNK) on the acquisition of UK-based Capita Asset Services division (CAS) of Capital Plc for £888 million (AU\$1.49 billion). Link Group was selected as the successful bidder following a competitive sale process. DLA Piper also advised Link Group on the related acquisition debt financing of £485 million (AU\$815 million).

DLA Piper advises HOYER on the acquisition of the intermediate bulk container business of Ermewa

7 Jul 2017

DLA Piper has advised the international logistics company HOYER, which is headquartered in Hamburg, on the purchase of the worldwide intermediate bulk container (IBC) business of the French company Ermewa Intermodal SAS. Ermewa Intermodal SAS is part of the Ermewa Group, which is a subsidiary of the state-owned enterprise SNCF Logistics.

DLA Piper advises Beijing BDStar Navigation Co., Ltd on the purchase of an interest in the in-tech Group

19 Jun 2017

DLA Piper has advised BDStar as part of a bidding procedure on the acquisition of an interest in the company in-tech GmbH, a supplier for the digitization and the development in the area of automotive, machinery and transportation systems.

DLA Piper berät Beijing BDStar Navigation Co., Ltd beim Erwerb von Anteilen an der in-tech Gruppe

19 Jun 2017

DLA Piper hat die BDStar beim Erwerb einer Beteiligung an der in-tech GmbH, einem international agierenden Spezialisten für Digitalisierung und Entwicklung in den Branchen Automotive, Maschinenbau und Verkehrssysteme, beraten.
