



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 (Canada) LLP ranked in 2019 *Canadian Legal Lexpert Directory*

3 MAY 2019

DLA Piper (Canada) LLP is pleased to announce that thirty-eight of the firm's lawyers have been recognized as leading

practitioners in the 2019 edition of the *Canadian Legal Lexpert Directory*.

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 (Canada) LLP welcomes new associate Alyssa Barbuzzi

1 APR 2019

DLA Piper (Canada) LLP welcomes Alyssa Barbuzzi to the firm's Toronto office as an associate in the Employment Group.

DLA Piper (Canada) LLP welcomes four new partners

2 JAN 2019

DLA Piper (Canada) LLP welcomes four new additions to the partnership, effective January 1, 2019.

DLA Piper (Canada) LLP recognized in 2019 *Legal 500 Canada* guide

7 DEC 2018

DLA Piper (Canada) LLP is pleased to announce that 42 firm lawyers across 17 practice areas have been recommended in the latest edition of the *Legal 500 Canada*.

DLA Piper (Canada) LLP welcomes new associate Laura Sullivan

9 OCT 2018

DLA Piper (Canada) LLP is pleased to welcome Laura Sullivan to the firm's Toronto office as an associate in the Employment group.

DLA Piper Canada recognized by *Chambers Canada* 2019

27 SEP 2018

DLA Piper (Canada) LLP is pleased to be recognized as an industry leader in the 2019 edition of *Chambers Canada*. With 34 lawyers recognized across 20 practices areas, this is DLA Piper Canada's strongest showing to date.

Best Lawyers in Canada 2019 recognizes 72 DLA Piper (Canada) LLP Lawyers

22 AUG 2018

DLA Piper (Canada) LLP is pleased to have once more increased its rankings in the 2019 edition of *Best Lawyers*, with close to one-third of the firm's lawyers recommended as leading practitioners in Canada across key practice areas.

Michael S. Richards wins 2018 Lexpert Zenith Award

20 JUN 2018

DLA Piper (Canada) LLP congratulates Michael Richards on being named a winner of the 2018 Lexpert Zenith Awards: Mid-Career Excellence in the Legal Profession for Employment Law.

DLA Piper (Canada) LLP welcomes new litigation associate Michelle Thomarat

28 MAY 2018

DLA Piper (Canada) LLP is pleased to welcome Michelle Thomarat to the firm's Toronto office as an associate in the Litigation, Arbitration and Investigations Group.

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 new US Employment practice leadership

11 MAY 2018

DLA Piper is pleased to announce that New York-based partner Brian Kaplan has been named US chair and global co-chair of the firm's Employment practice.

DLA Piper (Canada) LLP welcomes new associate Gargi Chopra

7 MAY 2018

DLA Piper (Canada) LLP is pleased to welcome Gargi Chopra to the firm's Toronto office as an associate in the Corporate group.

DLA Piper Canada welcomes new associate Titus Totan

23 APR 2018

DLA Piper (Canada) LLP is pleased to welcome Titus Totan to the firm's Toronto office as an associate in the Employment Group.

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.

Chambers Global 2018 recommends DLA Piper Canada

20 FEB 2018

DLA Piper (Canada) LLP professionals are once again featured in the latest edition of the *Chambers Global* guide.

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.

DLA Piper (Canada) LLP welcomes six new partners

8 JAN 2018

DLA Piper (Canada) LLP is delighted to welcome six new additions to the partnership, effective January 1, 2018.

DLA Piper (Canada) LLP expands rankings in *Legal 500 Canada*

1 DEC 2017

DLA Piper (Canada) LLP is pleased to have achieved its best showing to date in *Legal 500 Canada*, with 11 lawyers gaining new rankings in the newly released 2018 edition.

DLA Piper (Canada) LLP welcomes Duncan Burns-Shillington to its Employment Group

30 OCT 2017

Duncan has experience in a wide range of workplace issues, including wrongful dismissal, health and safety, employment standards, human rights, construction labour relations, collective bargaining and responding to union organizing.

DLA Piper (Canada) LLP increases rankings in *Chambers Canada 2018*

29 SEP 2017

DLA Piper (Canada) LLP is pleased to be recognized for its expanding market leadership in the 2018 edition of *Chambers Canada*, garnering its highest number of rankings to date.

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 (Canada) LLP achieves strongest showing to date in *Best Lawyers*

22 AUG 2017

DLA Piper (Canada) LLP has once again garnered top rankings in *Best Lawyers in Canada*, with close to one-third of the firm's lawyers ranked across 34 practice areas.
