



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

Tim Marshall

Partner

London

T: +44 (0)20 7796

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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.

Mainland and Hong Kong Courts will Enforce Each Other's Judgments on Labour and Employment Matters for the First Time

18 MAR 2019

On 18 January 2019, PRC Supreme People's Court and the Government of the Hong Kong Special Administrative Region signed the Arrangement on Reciprocal Recognition and Enforcement of Judgments in Civil and Commercial Matters by the Courts of the Mainland and of the Hong Kong Special Administrative Region

Global Employment Law Quiz 2019

11 JAN 2019

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

NEWS

New report finds retail sector leadership diversity deficit will affect future competitiveness

5 JUN 2019

DLA Piper and executive recruitment and diversity consultancy Green Park today launch *The Retail Leadership 700* report, which reveals for the first time the extent of the lack of diversity within the leadership teams of the top US, UK and European retailers.

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 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 advises Beijing Enterprise Water Group on acquisition of TRILITY

5 MAY 2018

DLA Piper advised BEWG International, a wholly-owned subsidiary of Beijing Enterprises Water Group, on its 100% acquisition of water utility service provider TRILITY by way of a competitive bid process.

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 wins four China Business Law Awards

5 MAR 2018

DLA Piper is delighted to announce it has received four awards from China Business Law Journal's China Business Law Awards 2017-18, in the categories of Employment, Intellectual Property (Trademark and Copyright), Taxation and Shipping.

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 appoints Helen Colquhoun as partner and Head of the Employment team in Hong Kong

30 OCT 2017

DLA Piper is pleased to announce that Helen Colquhoun has joined as a partner and Head of the Employment Team in Hong Kong.
