



## 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 combines experienced resources 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 practices 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

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

- 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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[tim.marshall@dlapiper.com](mailto:tim.marshall@dlapiper.com)

## EXPERIENCE

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- 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

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### Publications

#### **Current challenges for companies due to Coronavirus COVID-19 under Slovak law**

1 April 2020

In order to help our clients manage the Coronavirus COVID-19 emergency, protect the health of their employees and ensure business continuity, we prepared a brief summary of the most important legal aspects that might be of interest to your business operation.

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#### **Coronavirus (COVID-19): ten practical steps for global employers, right now (Global)**

13 March 2020

These steps are not based on laws of any one jurisdiction but rather are designed to provide a global employer with themes to consider, understanding that what may be suitable for each employer may vary greatly depending on the employer's unique circumstances.

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## **HK Government considers designating coronavirus as an “occupational disease” (Hong Kong)**

12 February 2020

On 10 February 2020, the Hong Kong Labour Department issued a press release clarifying the position on whether the coronavirus amounts to an “occupational disease” within the meaning of the Employees' Compensation Ordinance (ECO).

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## **Hong Kong Government introduces mandatory quarantine measures**

11 February 2020

On 9 February 2020, the number of deaths due to the rapidly spreading coronavirus in Mainland China officially surpassed the figure seen during the 2002/2003 SARS epidemic.

Numerous governments have been implementing restrictions barring entry to those with recent travel history through Mainland China, including Singapore, Japan, Australia and the United States. Following pressure from public health workers, the Hong Kong Government has now followed suit and has begun a mandatory two-week quarantine for anyone arriving from Mainland China.

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## **How to resume business amid the coronavirus outbreak (China)**

11 February 2020

As reported in our previous article, China has extended its Chinese New Year holiday and work suspension period as a result of the novel coronavirus outbreak which has now infected more than 40,000 people around the world.

This is a summary of the Back to Work Day and compensation for working before Back to Work Day in key cities and provinces across China.

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## **APAC employment issues arising out of the Coronavirus (AsiaPac)**

31 January 2020

On 29 January 2020, the number of confirmed cases of the rapidly spreading coronavirus in Mainland China officially surpassed the figure seen during the 2002/2003 SARS epidemic.

Multinationals with local operations around the APAC region have been significantly affected. As staff return to the office following the Chinese New Year holiday period, businesses are now considering what they can do to minimise any risk to health and safety and support staff through this challenging period where anxiety and uncertainty is rife, whilst at the same time complying with their employment obligations and maintaining business continuity. Putting in place detailed business and contingency plans and ensuring careful communications with staff to address key topics and concerns is key, as is keeping such plans and communications under frequent review given the fluidity of the current situation.

This alert considers some of the key issues that HR and business leaders should be considering across the APAC region.

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## **Harsher penalties on discriminatory employment practices in Singapore**

29 January 2020

The Fair Consideration Framework was updated in January 2020 to impose harsher penalties on employers found to be engaging in discriminatory practices such as by favouring the hiring of foreigners over Singaporeans.

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## **China extends holidays for workers amid coronavirus outbreak (China)**

28 January 2020

Learn about how the widely publicised corona virus outbreak affects business in Greater China.

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## **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.

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## **Global Employment Law Quiz 2019**

11 JAN 2019

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

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## **NEWS**

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### **DLA Piper advises Heidelberger Druckmaschinen on package of measures to increase profitability**

20 March 2020

DLA Piper has advised Heidelberger Druckmaschinen AG on the comprehensive package of measures to increase its profitability which has been announced by the company. The aim is to reduce structural costs at short notice and to sustainably improve the company's profitability. This will significantly improve Heidelberg's financial stability.

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### **DLA Piper lawyers named Acritas Stars**

10 March 2020

Acritas has named over 200 DLA Piper lawyers as 2020 Acritas Stars. Now in its fourth year, Acritas Stars highlights the stand-out lawyers in private practice as nominated by clients around the world. More than 3,000 senior in-house counsel feed into the nomination process to give a comprehensive view of highly recommended lawyers across the globe.

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### **DLA Piper announces management changes in Spain**

25 February 2020

DLA Piper has appointed Jesús Zapata as its new Country Managing Partner in Spain, with effect from 1 May 2020. Jesús succeeds Pilar Menor who, after completing eight years as managing partner, will become International Group Head of the Employment practice group.

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### **DLA Piper advises Guala Closures Group on the acquisition of the assets of Germany's Closurelogic**

6 January 2020

DLA Piper has advised the Guala Closures Group, one of the world leaders in the production of security closures for spirits and aluminium closures for wines, as well as one of the major world producer and distributor of aluminium closures for the beverage industry, on the acquisition of the activities of Closurelogic GmbH, the German producer specialised in the aluminium closures.

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### **DLA Piper grows Incentives and Rewards offering in London with leading partner hire**

4 September 2019

DLA Piper announces the appointment of Nick Hipwell as a partner in its Employment practice, based in London.

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### **DLA Piper advises Wipro Limited on the acquisition of International TechneGroup Incorporated**

10 July 2019

DLA Piper has advised Wipro Limited on its acquisition of International TechneGroup Incorporated (ITI), a global digital engineering and manufacturing solutions company.

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### **DLA Piper advises Rolls-Royce on acquisition of Siemens' eAircraft business**

21 June 2019

DLA Piper has advised Rolls-Royce plc on the acquisition of Siemens' electric and hybrid-electric aerospace propulsion activities, eAircraft. The acquisition will accelerate the delivery of Rolls-Royce's electrification strategy and boost its ambition to play a major role in the "third era" of aviation. The completion of the transaction is expected in late 2019, following a period of employee consultation.

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### **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.

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### **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.

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### **Ciara McLoughlin joins DLA Piper's Employment practice in Dublin**

20 MAR 2019

DLA Piper announced today that Ciara McLoughlin has joined its Global Employment practice as a partner in the firm's newly opened Dublin office.

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## **DLA Piper partners Sandra Wallace and Richard Obank named in The Lawyer's Hot 100 list**

29 JAN 2019

DLA Piper's Joint Managing Director for the UK and Europe, Sandra Wallace, and veteran Restructuring partner Richard Obank have been included in The Lawyer's Hot 100 list, published today. The prestigious list, published by legal magazine The Lawyer, comprises 'the standout lawyers in the UK – the most daring, innovative and creative lawyers from in-house, private practice and the Bar.'

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## **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.

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## **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.

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## **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.

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## **DLA Piper advises on Zurich's £2bn intermediated longevity swap deal with National Grid**

16 MAY 2018

DLA Piper has advised long-standing client, the Group Trustee of the National Grid Electricity Group of the Electricity Supply Pension Scheme, in relation to the completion by leading insurer Zurich of an intermediated longevity swap covering more than £2 billion of pensioner liabilities of the Group.

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