



Rapporti di lavoro e con i dipendenti

Per molti datori di lavoro, indipendentemente dall'orientamento locale o multinazionale della propria società, la legislazione che disciplina i rapporti con i dipendenti assume un'importanza primaria per l'attività, oltre ad essere cruciale per la strategia aziendale. Indipendentemente dal fatto che le politiche aziendali prevedano o meno l'esistenza di rappresentanti sindacali e in quale misura, è importante non trascurare alcune questioni cruciali.

La nostra pluriennale esperienza nella gestione di problematiche e controversie legate alla contrattazione di contratti di lavoro collettivi e tradizionali ci consente di fornire consulenza, assistenza e rappresentanza, a livello locale e internazionale, ai clienti titolari di aziende. Siamo infatti uno dei pochi studi legali al mondo a disporre di risorse specializzate in quest'area e dislocate in oltre 20 paesi.

Il nostro approccio unisce l'esperienza e la conoscenza legale e ci consente di fornire ai clienti soluzioni efficaci e concrete. In diverse occasioni ci siamo occupati di assistere i clienti nella formulazione di obiettivi strategici, applicando ai processi le prassi migliori, oltre ad affiancarli affinché raggiungano o confermino nel lungo periodo gli obiettivi prestabiliti.

CONTATTI PRINCIPALI

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CAPABILITES

Forniamo numerosi servizi di consulenza nell'intero settore dei rapporti di lavoro collettivi in materia di:

- Valore contrattuale degli accordi sindacali
- Condotta di rappresentanti dei dipendenti e funzionari di organizzazioni sindacali e comitati aziendali
- Votazioni a scrutinio segreto per la proclamazione di azioni sindacali, scioperi, azioni sindacali che non prevedono scioperi o picchetti
- Impatto su terzi di azioni sindacali (in genere tramite contratti in regime di outsourcing) ed eventuali rimedi
- Strategie di negoziazione pre-contrattazione e di contrattazione collettiva
- Riconoscimento o revoca del riconoscimento a organizzazioni sindacali, in virtù di accordi volontari e di richieste giudiziali
- Costituzione di forum consultivi e informativi a livello nazionale e dei Comitati aziendali europei
- Impatto delle campagne di pressione dei sindacati e relative conseguenze

EXPERIENCE

- Consulenza al titolare di una società edile in relazione ad una campagna di pressione organizzata e sostenuta da un'importante

organizzazione sindacale indipendente. In attesa di negoziare una conciliazione, sono stati emanati provvedimenti inibitori.

- Consulenza a un importante fornitore di servizi di outsourcing in relazione alla revoca di riconoscimento a una delle due organizzazioni sindacali riconosciute.
- Su incarico di diversi titolari di aziende, assistenza in relazione all'impatto e agli effetti degli accordi sindacali in essere e predisposizione di una strategia per semplificare e modificare gli accordi sindacali.
- Su incarico di diversi clienti, assistenza in merito alle rispettive strategie di sindacalizzazione, tra cui consulenza sulla modalità di gestione della pressione a costituire un'organizzazione sindacale e modalità di strutturazione dei sindacati e di gestione dell'aspetto informativo una volta presa la decisione di costituire un'organizzazione sindacale.
- Offerta di consulenza strategica a un'importante catena di hotel in merito alle pressioni dei sindacati europei a stipulare un nuovo accordo vincolante per la costituzione del Comitato aziendale europeo.
- Assistenza a una casa farmaceutica leader a livello globale nella predisposizione di una strategia per frenare la pressione alla rinegoziazione del proprio Comitato aziendale europeo alla luce della nuova legislazione.
- Consulenza a una società globale di servizi per l'edilizia su tutti gli aspetti di rapporti interni e problematiche lavorative, tra cui contrattazioni aziendali e altre questioni di natura sindacale legate ai principali progetti del settore oil and gas e minerario.

TENERSI INFORMATI

Pubblicazioni

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.

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.

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).

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.

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.

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.

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.

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.

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 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.

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.

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.

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.

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.

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.

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 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.
