



Employment Litigation and Dispute Resolution

Many of the world's leading companies turn to our team of experienced litigators to represent their interests. With many lawyers who are acknowledged as leaders in their fields by independent directories, we understand the legal, business and procedural developments in jurisdictions throughout the world.

RELATED SERVICES

- Litigation, Arbitration and Investigations

Globalization of world markets has increased the potential for legal liability, exposing multinational employers to financial and reputational risk across multiple jurisdictions. Senior management, directors and employees also need the best legal advice when disputes arise.

We have one of the largest international litigation, arbitration and dispute resolution practices, with lawyers around the globe. We represent clients in a wide range of employment disputes. Through innovative dispute resolution strategies and effective case management, we aim to identify and execute the most advantageous business-oriented solutions, either by pursuing or defending litigation or arbitration proceedings, or through alternative methods, such as mediation.

CAPABILITIES

Dispute resolution:

- Dispute avoidance
- Strategic advice
- Pre-litigation advice
- Injunctions
- Alternative dispute resolution
- Cross-border / complex jurisdiction issues
- Judicial review
- Class actions / Group Litigation Orders
- Alternative charging methods

International arbitration:

- Arbitration agreements

- Conduct of arbitral proceedings
- Enforce and resist enforcement of arbitral awards worldwide
- Litigation, including obtaining emergency injunctions and orders
- Guidance on the incorporation of specific arbitration rules, of choices of law and jurisdiction
- Protection of investments through the application of bilateral investment treaties and multilateral treaties incorporating arbitration procedures
- Advice on other effective dispute resolution mechanisms, such as alternative dispute resolution (ADR)

EXPERIENCE

- Advising numerous clients on employment tribunal claims covering unfair dismissal, whistle blowing, regulatory and discrimination issues
- Advised a US organisation on a claim for wrongful termination and failure to pay commissions on numerous real estate transactions
- Advised numerous clients on pay structures and legal compliance with all aspects of wage calculation and payments. Addressed cross-jurisdictional obligations and the complex issue of unlawful deductions
- Advised a client on a multi-plaintiff claim alleging that the company paid women less than their male counterparts
- Managed tribunal litigation for a bank, demonstrating an understanding of the regulated environment in which it operates and dealt with the publicity that high profile cases can attract
- Assisted a client with defending a complaint by a senior executive for sex, pregnancy and disability discrimination

INSIGHTS

Publications

Preparing for global class actions arising from COVID-19

28 May 2020

The risk to companies of global and cross-border class action and collective redress proceedings is rising.

Hong Kong government approves catering sector one-off subsidy

22 April 2020

The Hong Kong government's Finance Committee met on Friday and Saturday to discuss and approve further details surrounding its Anti-epidemic Fund.

The Committee approved the terms of a government paper published last week which clarifies certain additional details in relation to the one-off subsidy for the catering sector as set out below. This is a new development following our previous alert, which was published on 10 April.

Proposed amendments to Hong Kong's Employment Support Scheme

21 April 2020

The Hong Kong government's Finance Committee met today, Friday 17 April, to discuss and approve further details surrounding the Employment Support Scheme in response to coronavirus COVID-19.

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 employees may not want to call in sick

31 July 2019

An Austin-based conservative think tank filed suit this week against the City of Dallas arguing that the paid sick leave ordinance violates the United States Constitution.

Puerto Rico: being charged with a felony can be just cause for dismissal

10 MAY 2019

The Supreme Court of Puerto Rico found that an employer may establish rules it considers reasonable and that while a person is presumed innocent in criminal proceedings, that presumption does not extend to the employment context.

Washington state HB 1450 is signed into law, limiting enforceability of non-compete agreements – key takeaways

9 MAY 2019

The new prohibitions on non-compete agreements in Washington have the potential to greatly impact employers in the state both positively and negatively.

NEWS

DLA Piper advises Heidelberger Druckmaschinen AG on the restructuring of the company pension scheme

2 July 2020

DLA Piper has advised Heidelberger Druckmaschinen AG on the restructuring of the company pension scheme, covering all employees in Germany. This was agreed by the Management Board and employee representatives of the company together with the IG Metall trade union.

DLA Piper announces partnership promotions for 2020

30 April 2020

DLA Piper is proud to announce that 67 lawyers have been promoted to its partnership. The promotions are effective as of April

1, 2020 in the United States and May 1, 2020 for EMEA and Asia Pacific. The promotions have been made across many of the firm's practice areas in 35 different offices throughout 13 countries.

Across the firm's practices globally, Corporate saw the largest intake of new partners with 19 promotions, followed by Litigation and Regulatory with 15. Intellectual Property and Technology and Finance and Projects had ten and eight promotions respectively, while there were six in Real Estate. Tax and Employment both had four, and there was one in Restructuring.

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.

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.
