



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.

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.

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RELATED SERVICES

- Litigation, Arbitration and Investigations

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 deal with the publicity that high profile cases can attract
- Assisted a client defend a complaint by a senior executive for sex, pregnancy and disability discrimination

INSIGHTS

Publications

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.

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 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 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.

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.

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.

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.'

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.

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.

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.

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.
