



## 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.

### CONTACTS CLÉS

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### AUTRES COMPÉTENCES

- Litigation, Arbitration and Investigations

### CAPABILITES

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#### 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

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- 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

## ACTUALITÉS

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### Publications

#### **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

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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 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.

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## **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.

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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 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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## **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 conseille Vilmorin dans le cadre de l'acquisition d'advanseed**

8 AUG 2018

DLA Piper a conseillé Vilmorin SA filiale du groupe Limagrain, dans le cadre de l'acquisition de la société danoise AdvanSeed, une société spécialisée dans le développement de semences, dont le capital est racheté intégralement à ses fondateurs.

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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 Praktika Publishing House. This is the fifth time the office has won the award.

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