



Agnieszka Lechman-Filipiak

Partner

HEAD OF EMPLOYMENT

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Agnieszka Lechman-Filipiak has extensive experience in advising on employment, labour and corporate law.

She focuses on issues related to group redundancies, transfer of undertakings and resolving collective disputes, as well as on the preparation of implementing internal, labour law-related policies and proceedings regarding alleged abuses and actions inconsistent with business ethics.

Agnieszka also has experience in managerial contracts, discrimination in employment, employing foreigners, and social packages for employees.

LANGUAGES SPOKEN

- English
- German
- Polish
- Russian

- Employment
- Financial Services
- Energy and Natural Resources
- Insurance
- Life Sciences
- Media, Sport and Entertainment
- Technology

English German Polish
Russian

- Advising the largest Polish energy company on restructuring, including the preparation of a restructuring strategy related to employment matters and assistance during the client's cooperation with trade unions, negotiations etc.
- Advising the largest Polish oil and gas exploration and production company on restructuring issues, including the presentation of restructuring options to the client, with a particular focus on its own complex internal regulations
- Advising the world's fastest growing international airline on the employment law aspects of its entry onto the Polish market and the subsequent establishment of its employment structure, on-going advisory services
- Advising one of the world's leading food companies on individual and group labour law issues, in particular preparing changes in the sources of internal employment regulations (internal work regulations, regulations on remuneration, and regulations related to the company's social benefits fund), health and safety issues, accidents at work, cooperating with the labour inspector, providing

information to trade unions, as well as representing the client in court disputes with its employees, including the head of the company's trade union committee

- Advising a global provider of higher education on issues related to labour law, in particular hiring employees, employment termination and legal requirements connected with the employment of non-EU citizens in Poland
- Advising a global provider of renting test equipment on drafting of internal policies, assistance during an audit conducted by the Labour Inspectorate in relation to the company's compliance with various employment law requirements, as well as litigation matters

CREDENTIALS

Professional Qualifications

- Attorney-at-law (Radca prawny) registered with the Warsaw Bar Association of Attorneys-at-Law (Okręgowa Izba Radców Prawnych w Warszawie)

Recognitions

- Ranked band 3 in Employment – *Chambers Europe*, 2020-17
- “Agnieszka Lechman-Filipiak advises a broad range of corporates on domestic employment law issues as well as representing clients in contentious mandates.” – *Chambers Europe*, 2020
- Ranked in *Chambers Europe*, 2018
- The “extremely responsive and pragmatic” Agnieszka Lechman-Filipiak leads DLA Piper’s “excellent” team, which is “a top choice for litigation” and counts Amgen, Castorama, Levi Strauss Poland and Affidea among its clients. The group’s busy caseload includes handling conflicts with trade unions. Non-contentious highlights include managing the employment aspects of corporate transactions.” - *Legal 500*, 2018
- Agnieszka Lechman-Filipiak is 'inquisitive and has great knowledge'. Her wide-ranging practice covers contract terminations, disputes with trade unions, collective labour agreements and redundancies. - *Chambers Europe*, 2018
- “She is always available and very quick to deliver work,” one interviewee says, adding: “She is extremely diligent and always goes the extra mile for her clients.” - *Chambers Europe*, 2017

INSIGHTS

Agnieszka is the author of numerous articles in professional Polish publications. Furthermore, she is the author of the commentary to the amended *Polish Labour Code*.

Publications

Poland - Whistleblowing Laws in Europe: An international guide

June 2021

Events

Previous

Webinar: Zwolnienia pracowników w czasach kryzysu - aspekty prawne oraz wsparcie outplacement

14 May 2020

Webinar

PRO BONO

Agnieszka also acted as a pro bono adviser to the parliamentary committee *Przyjazne Państwo*.