



Dr Henriette Norda LL.M.

Partner

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Henriette Norda advises a wide range of companies, including national and international SMEs and Fortune 500 companies, on all aspects of individual and collective employment law including related aspects of corporate law.

She also has significant experience in assisting companies in dealing with works councils.

A main focus of her practice is offering legal advice on restructuring measures, including all questions relating to the transfer of business and outsourcing, and any changes to operations such as staff reductions. She also gives comprehensive advice on labour and employment law aspects of M&A transactions.

Henriette's work also includes drafting contracts of employment. This encompasses the structuring of post-contractual prohibitions on competition.

Furthermore, she represents companies and management in disputes before the courts.

Henriette is a Certified Specialist for Labour Law.

LANGUAGES SPOKEN

- English
- German

• Employment

English German

- Advising one of the largest fashion retailers (logistic and sales) on a wide range of issues relating to all aspects of collective labour law and co-determination rights e.g. health and safety issues, vacation, temporary workers.
- Representing one of the largest fashion retailers in reconciliation boards on a number of occasions.
- Advising one of the worldwide leaders in IT on individual and group labour law issues in particular
 - participation rights of works councils.
 - on-going advisory services related to remuneration, bonus entitlements, health and safety, termination issues and litigation issues.
 - day-to-day issues, including e.g. employment contracts and internal employment regulations (regulations on remuneration,

employment regulations).

- advising in case of business transfers (draft of notification letters).
- Advising one of the biggest airlines on group labour law issues in particular regarding the establishment of a joint operation and the effects on existing shop agreements and works councils.
- Preparing agreements with temporary work agencies for a multinational confectionery, food and beverage conglomerate.
- Conducting advocacy at labour courts including the German Federal Labour Court on a number of occasions, including cases about the scope of works council's co-determination rights.

CREDENTIALS

Professional Qualifications

- Rechtsanwältin admitted with Hanseatische Rechtsanwaltskammer Hamburg

Prior Experience

Prior to joining DLA Piper, Henriette worked in the labour and employment law practice of another international law firm.

Recognitions

- *JUVE Handbook 2021/2022*: Frequently recommended for employment law; "strategically excellent, versed, great project manager", client
- *Handelsblatt* in cooperation with *Best Lawyers 2022*: Recommended for labor and employment law

Education

- Bucerius Law School, First State Examination
- Higher Court of Hamburg, Second State Examination
- Bucerius Law School, Ph.D.
- University of Chicago, LL.M.

INSIGHTS

Henriette publishes on DLA Piper's Employment Blog Germany.

Publications

Hospitality Restructuring Germany

30 October 2020

The COVID-19 pandemic has hit the hospitality industry particularly hard. Enormous challenges are ahead. The virus is expected to change the future hospitality industry.

NEWS

DLA Piper advises Trajan on acquisition of Axel Semrau

8 December 2021

DLA Piper has advised Australian medical device and analytics provider Trajan Scientific and Medical (Trajan) on the acquisition of Axel Semrau GmbH & Co KG (Axel Semrau) based in Sprockhövel, Germany, expanding Trajan's capabilities in the automation, chromatography, and software business.

DLA Piper advises Heliad Equity Partners on participation in EUR20m financing round of MODIFI

20 September 2021

DLA Piper has advised Heliad Equity Partners GmbH & Co. KGaA as lead investor on its participation in MODIFI's EUR20 million Series B financing round. Heliad Equity Partners is investing a single-digit million amount as part of the financing round. Other investors who participated significantly in the round include Neva, the venture capital arm of Italy's banking group Intesa San Paolo, and existing investors including Global Founders Capital, Maersk Growth and Picus Capital.

DLA Piper advises Heidelberger Druckmaschinen on the sale of software subsidiary DOCUFY to Elvaston Capital Management

31 August 2021

DLA Piper has advised Heidelberger Druckmaschinen AG (Heidelberg) on the sale of software provider DOCUFY GmbH, Bamberg, to Elvaston Capital Management, Berlin.

DLA Piper advises Storskogen on first acquisition in Germany

8 July 2021

DLA Piper has advised Storskogen Deutschland GmbH on the acquisition of a majority stake in Roleff GmbH & Co. KG, a company specialised in industrial maintenance services, mechanical steel processing and automation solutions, as part of a succession plan.

DLA Piper advises Baker Hughes on its investment in bio-methanation company Electrochaea

29 June 2021

DLA Piper has advised US stock-listed energy technology company Baker Hughes on its investment in Electrochaea, a growth stage company developing novel proprietary bio-methanation technology.

DLA Piper advises Tillotson on the acquisition of the ignition technology division of the PVL Group from insolvency

29 June 2021

DLA Piper has advised Tillotson on the acquisition of the business operations of the ignition technology division of the PVL Group from insolvency administrator Volker Böhm of Schultze & Braun.

Best Lawyers / Handelsblatt recommends a total of 88 lawyers from DLA Piper in Germany

25 June 2021

This year, the U.S. publisher Best Lawyers has once again recognized numerous DLA Piper lawyers in Germany in various areas of law. In total, Best Lawyers recommends 88 DLA Piper lawyers this year.

DLA Piper advises Heidelberger Druckmaschinen on the relocation of its UK customer headquarters

16 June 2021

DLA Piper has advised Heidelberger Druckmaschinen AG ("Heidelberg") on the relocation of its customer headquarters in the UK.

DLA Piper advises Otto Group on the sale of Hansecontrol to Qima

15 February 2021

DLA Piper has advised Otto Group in relation to the agreement to sell its Quality Assurance and Product Safety service provider, the Hansecontrol Group headquartered in Hamburg, to Qima, a leading global provider of supply-chain compliance solutions, headquartered in Hong Kong.

DLA Piper advises Heidelberger Druckmaschinen on the sale of MIS software provider CERM

6 August 2020

DLA Piper has advised Heidelberger Druckmaschinen AG (Heidelberg) on the sale of CERM, a global provider of Management Information System (MIS) software for the printing industry, in a Management Buyout (MBO).

DLA Piper advises Heidelberger Druckmaschinen on the sale of Gallus Group

23 July 2020

DLA Piper has advised Heidelberger Druckmaschinen AG (Heidelberg) on the sale of Gallus Group to Swiss packaging business benpac holding ag. With this transaction Heidelberg is systematically pursuing the company's realignment, which includes focusing on its core business of sheetfed printing. The sale, which still needs to be approved by the relevant bodies and is subject to other condition precedents, is set to take effect before the end of 2020.

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 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 advises Rolls-Royce Power Systems on acquisition of majority stake in German power storage specialist Qinous

24 January 2020

DLA Piper has advised Rolls-Royce Power Systems on its acquisition of a 73.1% majority stake in Berlin-based electricity storage specialist Qinous GmbH.

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.
