



Michał Synowiec MBA

**Counsel
ATTORNEY-AT-LAW**

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Michał Synowiec has extensive experience in advising international corporations, state-owned companies, small and medium-sized enterprises and individuals on labour law issues. He represents clients in all types of employment-related disputes, in particular concerning the termination of employment contracts and related claims, overtime, the ascertainment of the existence of an employment relationship, harassment, discrimination, and non-compete agreements.

Michał also provides legal support in internal investigations concerning allegations of harassment, bullying, fraud, theft, corruption, and acts of unfair competition. In addition, he supports clients in their relationships with employee representative bodies, including trade unions and works councils.

LANGUAGES SPOKEN

- English
- Polish

- Employment
- Restructuring

- Financial Services
- Energy and Natural Resources
- Technology

English Polish

- Advising a German construction company on the restructuring of employment and on internal proceedings regarding the misconduct of employees
- Advising the world's largest medical technology and services company on employment competition issues, including representing the client in a labour dispute concerning non-compete restrictions and the confidentiality of information, as well as in a case before the National Labour Inspectorate
- Representing clients before labour courts in disputes related to employment, overtime payments, breaches of non-compete agreements, the establishment of employment relationships and harassment in the workplace

- Supporting clients in conducting internal investigations related to fraud, theft, corruption and tender irregularities, as well as providing advice in disciplinary and criminal/civil proceedings initiated against offenders
- Providing ongoing advice to a global electronic payment services provider, including on the amendment of its internal policies, on matters related to the termination of employment, on the application of Irish regulatory requirements in relation to staff based in Poland, and on litigation issues

CREDENTIALS

Professional Qualifications

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