



One Firm WorldwideSM



EUROPEAN LABOUR & EMPLOYMENT PRACTICE

An ever-increasing amount of labour and employment legislation in Europe means labour and employment issues have become vital parameters for all businesses. Now more than ever, it is critical to receive fast, accurate and commercial advice to solve employment-related issues before they escalate into major problems. Jones Day's European Labour & Employment Practice provides companies that have operations in Europe with experienced, practical and cost-effective legal advice on all employment-related matters.

The European Labour & Employment Practice operates in an intellectually demanding field but always in

the context of the commercial demands of your business. Our teams of labour and employment lawyers in the Firm's offices in London, Paris, Frankfurt, Munich, Brussels, Madrid and Milan have wide-ranging experience providing practical solutions to employment problems, and they offer advice on all issues surrounding the relationships between employers and employees, including transactional support, advisory work and litigation. Where appropriate, our lawyers draw on the experience and knowledge of other lawyers across the Firm through a tradition of close collaboration and cooperation. We are experienced in the following areas:



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EMPLOYMENT DOCUMENTATION

- Drafting employment documentation, including contracts of employment, staff handbooks and other policy documents in compliance with national employment legislation in each European Member State.
- Advice on amendments to these documents and employment terms generally.

EMPLOYMENT BENEFITS AND EMPLOYMENT RIGHTS

- Advice on executive compensation, employment benefits and incentive packages across Europe including employees in Europe participating in the benefit plans of US parent companies.
- Advice on social security regimes for both employees and self-employed individuals.

LITIGATION

- Advice on avoiding and defending employment claims in each European Member State.
- Advice on compliance with, and defence of claims under, discrimination, working time and maternity, parental leave and other family-friendly legislation in each European Member State.

WORKFORCE RESTRUCTURING AND CHANGE MANAGEMENT

- Advice on and support during restructuring, redundancies and change-management programmes at both national and pan European levels.
- Drafting the required notifications (to public authorities and employee representatives) and negotiating as appropriate with employee representatives to implement the restructuring.

TRANSACTIONAL SUPPORT

- Advice on issues associated with mergers, acquisitions, sales, joint ventures and other changes in corporate ownership, including the impact of the Acquired Rights Directive and obligations relating to information and consultation in each European Member State, in conjunction, where appropriate, with the lawyers in the Firm's Business Practice Group.

NON-COMPETE COVENANTS AND CONFIDENTIALITY ISSUES

- Drafting and enforcing restrictive covenants and advice on confidential information issues in conjunction, where appropriate, with the lawyers in our General Litigation, Competition and Intellectual Property Practices.

EMPLOYEE REPRESENTATION

- Advice on the organisation, election and functioning of employee representation bodies (works councils, etc.).
- Advice on union recognition and representation.
- Advice on the establishment and functioning of European Works Councils.
- Advice on collective bargaining systems and employers' associations.
- Drafting and reviewing company collective bargaining agreements, collective compensation and benefits agreements and work regulations.

INTERNATIONAL EMPLOYMENT

- Advice on business immigration and cross-border transfers, including establishing multinational employment structures, cross-border remuneration models and salary-split programmes.

CLAIMS PREVENTION - TRAINING

The experience of the lawyers in the European Labour & Employment Law Practice is perhaps most effectively used by clients to avoid or minimise the risk of litigation. Complaints to national labour and employment courts have seen a substantial increase in recent years across Europe. Each of Jones Day's European offices can deliver effective in-house training to help organisations minimise the risks of such claims. Training includes:

- Training and advice on compliance with new and existing laws, at both EU and national Member State levels.
- Development of appropriate employment policies and procedures in compliance with the laws of each European Member State.
- Risk assessment, including an audit of personnel practices.

ADDITIONAL INFORMATION

For additional information regarding our European Labour & Employment Practice, please contact your principal Firm representative or one of the lawyers listed in this publication. General email messages may be sent using our "Contact Us" form, which can be found at www.jonesday.com.

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JONES DAY GLOBAL LOCATIONS

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