



One Firm WorldwideSM



MILAN LABOR & EMPLOYMENT PRACTICE

The Milan Office is part of Jones Day Europe, which also includes offices in Brussels, Frankfurt, London, Madrid, Moscow, Munich and Paris and comprises more than 400 lawyers. The Milan Labor & Employment Practice, headed by Adelio Riva, is made up of professionals who assist domestic and international clients in developing creative and practical solutions to a variety of labor and employment issues. Although very diversified, the activities of Milan's Labor & Employment Practice focus on the following major areas.

LITIGATION

The Milan Labor & Employment team handles all litigation activities in connection with labor and social security proceedings, including counseling with respect to litigation strategy and procedure; preparation of briefs and submission of evidence; assistance in connection with the compulsory preliminary phase

of any labor dispute (conciliation); and assistance with arbitral proceedings and settlement negotiations.

INDIVIDUAL EMPLOYMENT RELATIONSHIPS

- Advice on the various types of employment agreements (e.g., subordinate, independent, fixed-term, open-ended, trainee and part-time).
- Assistance with the drafting, reviewing and amending of employment agreements, executive compensation plans and stock option plans, along with all related applicable procedures.
- Advice on loans of personnel, secondments and externalizations.
- Advice on the various issues occurring in employer/employee relationships (e.g., disciplinary measures, dismissals, resignations, amicable terminations, and settlement and violation of non-competition covenants).

- Assistance with the structuring of international employment arrangements (e.g., salary splits, secondments and expatriations) from a labor, social security and tax perspective.
- Counseling on executive remuneration, dismissal and compensation claims.

COLLECTIVE EMPLOYMENT RELATIONSHIPS

- Advice on all forms of employee representation and organization, including the election of representatives and the establishment of works councils and committees, as well as the reviewing of issues pertaining to such representative bodies and advice on union representation.
- Assistance with the implementation of the mandatory consultation procedure for employee representatives.
- Assistance with the negotiation, drawing up and termination of company collective bargaining agreements.
- Reviewing of company collective bargaining and collective benefit agreements (e.g., profit-sharing schemes).

CORPORATE TRANSACTIONS

- Due-diligence activities.
- Advice on issues arising in the context of due-diligence activities (e.g., irregularities in employment agreements, criminal and administrative liability, unusual costs and prospective litigation) and negotiation of labor-law-related representations and warranties.
- Advice on labor-law matters in relation to mergers and acquisitions, divestitures and other forms of company restructuring and reorganization.
- Assistance with the informing and consulting of employee representatives.

LAWYER CONTACTS

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- Advice in connection with “post-closing” activities (e.g., harmonization of benefits and modification of individual or collective employment agreements).

WORKFORCE RESTRUCTURING

- Drafting of required documentation and assistance with negotiations with employee representatives and restructuring implementation (“Cassa Integrazione Guadagni”, collective dismissals and safeguarding of the employment plan).

COUNSELING

- Advice on all day-to-day aspects of labor law and human-resources matters (e.g., remuneration, paid vacation, overtime, rules applicable to the reduction of working hours, sick pay, maternity and parental leave, internal regulations and privacy).

WORK SAFETY AND SOCIAL PROTECTION

- Analysis of and advice on employers’ safety obligations and related criminal/administrative liability.
- Analysis of and advice on the Italian social security programs (e.g., mandatory and optional retirement plans, welfare, health-care plans and unemployment insurance), along with related employer obligations.

ADDITIONAL INFORMATION

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