

## EMPLOYMENT



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**In particular, the Employment team deals with the following matters:**

## EMPLOYMENT

'A dedicated team of professionals specifically designed to assist Employers in their employment Law issues. We deliver relevant advice and monitor the application of decisions made.'

## CONTRACTS OF EMPLOYMENT

- We draw up all sorts of contracts of employment, in light of the needs, operation and structure of every company, and focusing particularly on exclusivity, non-competition and non-disclosure covenants.
- Relocation, reassignment of duties and other substantial alterations to the terms of employment.
- Working hours, holidays, and disciplinary actions against employees.
- Termination of contracts of employment prompted by the employer, appearing before the industrial tribunals if necessary.
- Preparation and termination of contracts of employment for senior executives. We analyse, from a variety of angles, every conceivable clause, including so-called 'golden parachute' and non-competition clauses, ensuring that these are in conformity with the needs of the company, with statutory provisions and the market environment.
- Contracts of employment for foreign workers.

## HUMAN RESOURCES

- Advice on and design of remuneration packages, stock option plans pension schemes and additional benefits. Advice on and preparation of conduct policies and protocols.
- Health and safety issues.

## COLLECTIVE AGREEMENTS

- Advice on company-level agreements.
- Advice on complex restructuring, reorganisation, and partial/total closures involving LFAPs; pre-retirements, income schemes and relocations. We design social and contingency plans in the context of a LFAP.
- We assist companies all the way through the legal procedure leading to the implementation of substantial amendments to the terms of employment at company level.
- Assistance in strikes and other industrial disputes.
- We represent companies in their relations with trade unions.
- Assistance in lockouts.

## CORPORATE REORGANISATIONS AND OUTSOURCING

- Labour and Social Security audits.
- Transfer of enterprises.
- Outsourcing and subcontracting.

## ARBITRATION AND INDUSTRIAL LITIGATION

We represent clients in and out of court:

- We handle arbitration and other ADR methods.
- We provide legal assistance in dismissals.
- We represent companies in individual disputes maintained with individual employees, both during and after their contract of employment.
- Collective industrial disputes with employees or trade unions.
- Supplication and cassation appeals.
- Appeals for legal protection before the Constitutional Court.

## ADMINISTRATIVE PROCEEDINGS AND APPLICATIONS FOR JUDICIAL REVIEW

- We assist clients in their dealings with the Labour Inspectorate.
- Disciplinary procedures.
- Occupational accidents.
- Settlement of Social Security debts.
- Applications for judicial review.

## SOCIAL SECURITY AND OCCUPATIONAL SCHEMES

- Allowances and rebates.

- Advice on the most suitable Social Security regime applicable to the company, depending on the circumstances.
- Advice on Social Security contributions.
- Handling of administrative appeals and applications for judicial review in matters related to review/sanctioning procedures instigated by the Labour Inspectorate.
- Drawing up of occupational pension schemes.
- Amendment of pension commitments at company level.

Legal assistance in claims resulting from employment benefits