

Employment Law &
Germany &
Bird & Bird

Bird & Bird

Bird & Bird is a highly respected law firm with an international reputation built not only on exceptional legal expertise, but also on an in-depth understanding of client sectors and commercial pressures which is central to the way we meet our clients' needs. We cover all areas of commercial and business law, with specialists in a range of industry sectors.

We have over 900 lawyers and legal practitioners working as a single, cohesive team across 23 offices in Europe, the Middle East and Asia. We also work with a network of trusted partners in other parts of the world, giving us genuine global reach.



In Germany we have over 150 lawyers in four offices in Düsseldorf, Frankfurt, Hamburg and Munich. The firm's success is mainly attributable to its extraordinary strategy of focussing on selected technology-oriented sectors. Our key sector specialisations are in Automotive, Aviation & Aerospace, Banking & Financial Services, Communications, Electronics, Energy, Food & Beverage, Information Technology, Life Sciences, Media and Sport. Bird & Bird's international employment group comprises 100 lawyers.



In Germany, our employment group is headed by partner Dr. Martin Nebeling and comprises thirteen lawyers including two partners, five Senior European Consultants and six Associates. As a team of specialists, we advise national and international companies in all areas of individual and collective employment law, including social security law.

Our Services

MAIN AREAS OF CONSULTANCY

Individual Employment Law

Employment contracts

Recommended working practice

Corporate pension plans

Termination of employment contracts

Executive consulting

Collective Employment Law

Transaction / Outsourcing

Restructuring

Collective bargaining

Individual work agreements

Social redundancy plans

When it comes to advising on matters relating to the employment of individuals, our aim is to pre-empt employment law disputes. We support our clients in all phases of employer-employee relationships, for instance the drafting of employment contracts and working practices or advising on termination issues and pension plans. We also advise executive staff, especially executive committee members and managing directors, from the outset of their employment/service relationship to its termination.

In relation to collective employment law, we advise our clients on their dealings with works councils and trade unions and also provide advice with regard to transactions and the restructuring of companies, particularly in connection with mergers, company relocations and closure of business, downsizing and outsourcing. We are experienced in negotiating individual works agreements, reconciliation of interests and social redundancy plans with works councils. We also often conduct negotiations on collective bargaining agreements with trade unions. If disputes arise, we represent our clients before all German employment and civil courts. As regards transactions we work in close connection with our corporate and M&A group.

We are particularly proud to offer to our clients a highly motivated and multi-disciplinary team, which is both result and target-oriented. We have employment lawyers in each of our German offices and therefore are able to provide advice on a local basis throughout Germany but also internationally. The International HR Services Team at Bird & Bird has extensive experience in handling pan-European and world-wide projects and specialises in central coordination of such projects for clients.

CASE STUDY

Transfer of a company within an international group

Key aspects of our advice to this client included answering questions regarding the transfer of operations (e.g. decisions on the continuity of individual employment contracts, as well as with regard to the transfer of individual work agreements and the continued existence of the work council).

Moreover we provided advice on how to deal with existing pension obligations and whether, and in which form, these were to be transferred to the new employer. Bird & Bird not only advises clients in Germany but at an international level and offers assistance in managing the entire project as regards all employment law related issues. This particular client appreciated our availability on short notice across all their jurisdictions.

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Employment Law Newsletter

On a monthly basis, our Employment Law Newsletter will provide you with information on current developments in employment law, seminars and events as well as publications by our employment law team. In order to subscribe to this newsletter, simply send an email to: newsletter@twobirds.com or contact one of the contact partners named above.

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Bird & Bird is an international legal practice comprising Bird & Bird LLP and its affiliated and associated businesses and has offices in the locations listed on our web site: twobirds.com.

A list of members of Bird & Bird LLP, and of any non-members who are designated as partners and of their respective professional qualifications, is open to inspection at the above address.