

BIRD & BIRD

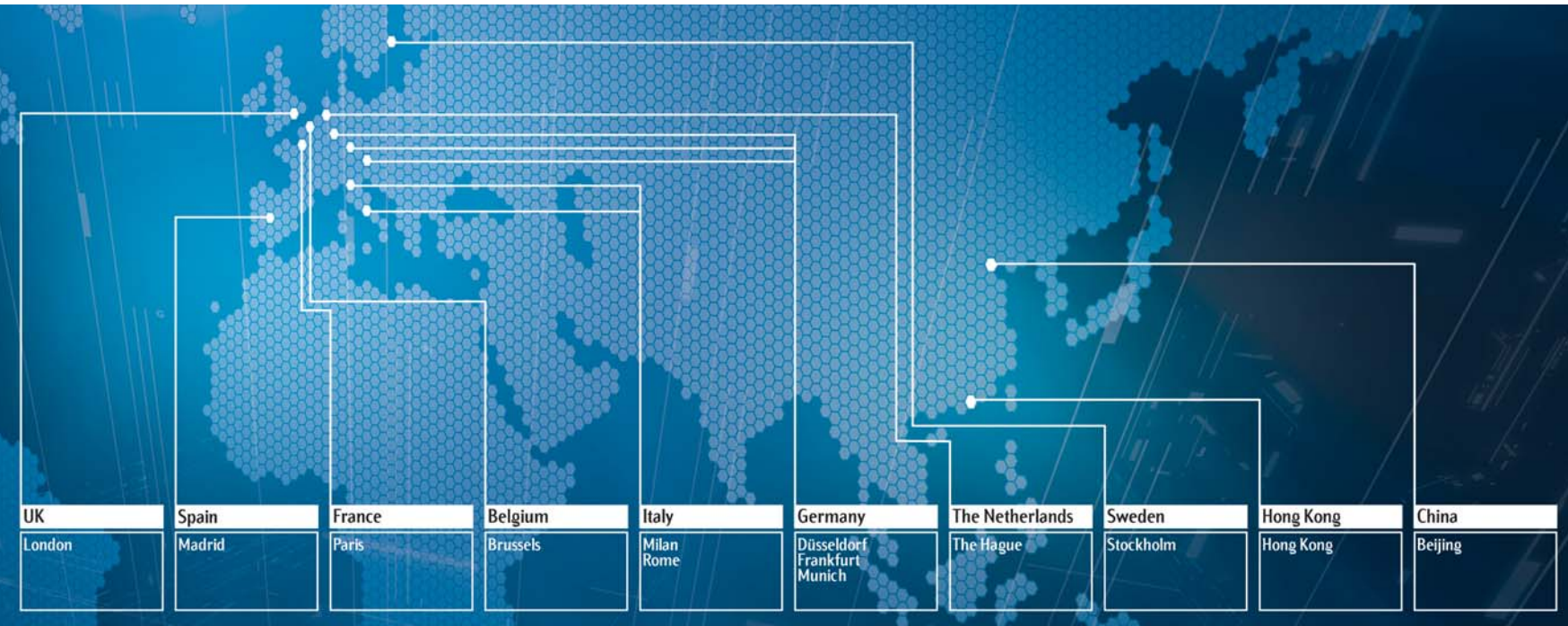
Employment

Committed to providing clients with an international service



About Bird & Bird

- international presence - operate in the principal countries in Europe and Asia
- one integrated team of individuals with a common approach - dedication to delivering an innovative client service both nationally and internationally
- local understanding - all our offices are staffed by local lawyers who provide advice on national law and understand the market and culture in which they operate
- integration - cohesive team approach and seamless cross-border co-operation on multi-country projects
- ability to provide high quality legal advice involving factors common and unique to a number of countries and often at short notice
- experienced in helping companies in Europe, Asia and the US
- full service law firm - able to draw on dedicated experts to provide specialist advice where employment related issues intersect with other areas of law



About Bird & Bird's - International Employment Practice

- our clients work at the cutting-edge of their markets and require creative commercial solutions to constantly evolving issues
- we recognise that people are a core asset of any business and work with our clients to ensure staff remain well motivated and highly productive
- full range of contentious and non-contentious employment law advice



Multi-jurisdiction operations and projects

- developing and implementing common contractual principles and protection across multiple jurisdictions
- employee privacy, cross-border data sharing, monitoring and local data protection issues
- multi-jurisdictional restructurings and redundancies
- cross-border or multi-jurisdictional outsourcing (offshoring)
- cross-border employee secondments
- business immigration and relocation of employees
- expatriate packages



Transactions - national and international

- outsourcing (and offshoring), mergers and acquisitions
- application of the Acquired Rights Directive
- due diligence
- typical HR related representations and warranties
- transfer of business and share deals
- restructuring and reorganisations
- mass redundancies
- helping and preventing team moves



Protecting employers' businesses

- restrictions on employees post contract of employment
- email and internet user policies
- protection of know-how
- trade marks, copyright, designs and patents
- confidentiality agreements and international enforcement
- temporary and permanent court orders
- dealing with workforce disruption



Handling terminations and disputes

- senior level and board exits
- redundancies
- settlement agreements
- representing clients in court and before national authorities
- discrimination, violence, harassment and victimisation



Incentivising employees

- performance related benefits
- bonuses
- stock options and employee entitlements
- advice on pension arrangements
- advice on trends in the marketplace



Start-up businesses and working practices

- staff handbooks and other employment documentation
- flexible working arrangements
- handling part-time workers
- contractors and freelance staff
- payroll and other start-up areas
- advice on HR related company insurance policies
- recruitment



Collective employment rights

- provide advice in all areas of collective labour law to ensure that employers' employment documentation is valid in court and consultation boards
- strikes and industrial disputes
- consultation with and provision of information to trade unions, works councils and consultation bodies
- disclosure of business information to employees
- setting up national and European works councils



Supporting your business - value added services

- we are committed to supporting our clients' businesses by providing a range of additional services:
 - seminars and workshops addressing international employment issues in a business context
 - national seminars and workshops addressing local employment law topics
 - updates covering changes in employment law that affect our clients' businesses
- we are open to working with clients to find new ways of enhancing our value
- all our lawyers are experienced in managing and co-ordinating international projects either through our own offices or through our network of preferred law firms



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