

schönherr

schoenherr attorneys at law

Schoenherr is a leading full-service law firm in Central and Eastern Europe. About 300 professionals service national and international clients from our offices in Austria, Belgium/EU, and throughout the entire CEE region. Operating in a rapidly evolving environment, we are a dynamic and innovative firm with an effective blend of experienced lawyers and young talent. As one of the first international law firms to move into CEE, we have grown to be one of the largest firms in the region. Our offices and country desks provide comprehensive coverage of CEE, allowing us to offer solutions that perfectly fit the given industry, jurisdiction and company.

team labour & employment

Our labour & employment team covers 12 jurisdictions in CEE and advises on all aspects of employment law from the beginning through to the end of the employment relationship, for both contentious and non-contentious matters. It focuses on employment issues arising in the course of mergers and acquisitions, transfer of undertakings, workforce and management restructuring, domestic and cross-border transfer of employees, cross-border postings of employees, restructuring of businesses, downsizing and closure of production lines, employment tribunal litigation, workforce restructuring and related negotiations with employees, their representatives and trade unions, as well as general non-contentious employment advice.

workforce and management restructuring

Workforce and management restructuring is a major focus of our employment team. Recent cases include assisting clients in the banking sector and the health care sector both regarding wide-ranging restructurings and mergers, and providing continuous support related to all employment issues in the harmonisation process post-merger, both on an individual and a collective basis; supporting one of the leading global providers of risk management, insurance and reinsurance brokerage, and human resources solutions and outsourcing services in the process of the integration of the Austrian business of a competitor; providing support for one of Austria's leading insurance companies in the setup of a new group-wide IT-landscape in close cooperation with Schoenherr's newTech team; permanent assistance to a leading global automotive supplier, employing around 125,000 people worldwide related to the conclusion and termination of employment contracts for (senior) managers and board members of group entities; support of a global leading bank in replacing its entire management team in Austria due to allegations that they had tried to solicit the bank's customers and a substantial part of its employees for the benefit of a direct competitor; and advising a world-leading French car manufacturer on the Austrian aspects of employment advice in connection with the acquisition of the subsidiary of an international car manufacturer in Vienna.

collective bargaining agreements

Our team has experience in supporting a leading non-profit provider of emergency medical services and transportation in Austria that operates many nursing homes across the country in complex tribunal litigation regarding the capacity of the client's most important competitor to conclude collective bargaining agreements that are binding for the whole industry. It has also assisted the same client with the negotiation of a new comprehensive collective bargaining agreement with the trade union in this sector.



Schoenherr has built a strong reputation for employment law over recent years, and has 'very good' business acumen.

Legal 500

services

- restructuring and reorganisation planning
- transfer of undertakings
- cross border posting of employees
- contentious employment litigation
- compensation structures (executive and non-executive)
- management and employment contracts
- pension plans
- share ownership plans (including stock options)
- tailor-made in-house client seminars
- immigration
- general non-contentious employment advice

awards

2019 mergermarket european m&a awards
austrian legal adviser of the year

2019 chambers europe awards
austrian m&a firm of the year

2018 cee legal matters
deal of the year in austria,
bulgaria and montenegro

2018 mergermarket European
m&a awards
austrian legal adviser of the
year

2017 mergermarket european
m&a awards
austrian legal adviser of the
year

2017 cee legal matters
deal of the year in austria

2017 mergermarket european
m&a awards
austrian legal adviser of the
year

2017 iflr european awards
austrian law firm of the year

schönherr

multi-jurisdictional issues

Schoenherr also regularly advises on multi-jurisdiction issues. Recent highlights include supporting a leading sustainable waste management company in Central and South-Eastern Europe with the implementation of a new transnational management structure for eight jurisdictions; serving as lead counsel to a leading global automotive supplier with regard to the re-negotiation of a European works council in 20 jurisdictions after acquisition of another automotive supplier with an already established European works council.

employment tribunal litigation

Schoenherr also regularly supports clients in employment tribunal litigation. The labour & employment team currently represents several clients, among them a leading global automotive supplier and a large multinational within the office supply business. In addition, the labour and employment team in Vienna successfully supported a leading Austrian company in the rail transport sector regarding a long-lasting dispute with one of its works councils. The team has also advised various clients in cases in Austria, including unfair and wrongful termination claims, as well as sex and disability discrimination claims.

contacts



AUSTRIA
Stefan Kühleubl
Partner/Head of Employment
+43 1 534 37 50486
s.kuehteubl@schoenherr.eu



AUSTRIA
Teresa Waidmann
Attorney at law
+43 1 534 37 50436
t.waidmann@schoenherr.eu



AUSTRIA
Cavar Klaus
Attorney at law
+43 1 534 37 50157
k.cavar@schoenherr.eu



BULGARIA
Ivelina Vassileva
Attorney at Law
+359 2 933 10 86
i.vassileva@schoenherr.eu



CROATIA
Dina Vlahov Buhin
Attorney at Law
+385 1 485 25 21
d.vlahov-buhin@schoenherr.eu



CZECH REPUBLIC
Helena Hangler
Attorney at Law
+420 225 996 500
h.hangler@schoenherr.eu



HUNGARY
Dániel Gera
Attorney at Law
+36 1 870 06 93
d.gera@schoenherr.eu



MOLDOVA
Vladimir Iurkovski
Attorney at Law
+373 22 240 300
v.iurkovski@schoenherr.eu



POLAND
Barbara Jóźwik
Counsel
+48 22 223 09 17
b.jozwik@schoenherr.eu



ROMANIA
Mara Moga-Paler
Senior Attorney at Law
+40 21 319 67 90
m.moga-paler@schoenherr.eu



ROMANIA
Amalia Surugiu
Attorney at Law
+40 21 319 67 90
a.surugiu@schoenherr.eu



SERBIA/MONTENEGRO
Marija Vlajković
Attorney at Law
+381 11 320 26 26
m.zdravkovic@schoenherr.rs



SLOVAKIA
Peter Devinsky
Attorney at Law
+421 2 571 007 38
p.devinsky@schoenherr.eu



SLOVENIA
Eva Možina
Attorney at Law
+386 1 2000 975
e.mozina@schoenherr.eu



TURKEY
Murat Kutluğ
Attorney at Law
+90 212 230 17 00
m.kutlug@schoenherr.eu