

EMPLOYMENT



We speak your language.
Everywhere.



LAWYERS,
EXPERIENCED
AND CREATIVE.

AUSTRIA BELGIUM BULGARIA CHINA CZECH REPUBLIC FRANCE
GERMANY HUNGARY ITALY POLAND ROMANIA SLOVAKIA SPAIN TURKEY

schindhelm.com



WE HAVE OUR FOCUS FIRMLY ON YOUR ENTREPRENEURIAL GOALS

The world of work is changing at a rapid pace. Global competition, demographic change and structural changes are placing strategic and legal demands on companies. Be it in phases of growth or in difficult economic times:

We are at your side to help you make personnel decisions that are safe for your company.

Our team advises national and international companies in all areas of individual and collective employment. We support you in your day-to-day HR work as well as in extensive projects.

Besides strategically smart personnel decisions, it is the contracts that set the course. We develop customised, legally secure and sustainable contracts for you. This is how we contribute to risk management and the success of your company.

We are also available for your questions during an existing contractual relationship or in connection with the termination of employment relationships in an advisory capacity out of court and in court proceedings.

In the event of reorganisation measures, such as operational changes and plant closures, we advise you on strategic planning, show you design options and reliably assist you with legally compliant implementation. In the event of transactions, we support you in employment due diligence checks and the subsequent post-merger design.

Legislation and case law are constantly changing employment. We have our finger on the pulse for you, observe the developments and can give you predictive advice.

Three good reasons - what sets us apart:

Your challenges are our day-to-day business. Our lawyers combine the full range of skills required to successfully implement your strategic and operational objectives.

We want to understand your business. And make every effort to really get to know you. Our goal is to build a long-term partnership and work closely with you - side by side with your management teams.

Locally rooted, nationally and internationally networked. At our locations, lawyers are at work who know the legal and economic particularities on site and are at home in the respective cultures. As a team, we develop solutions for you that take you further. No matter whether on the national or international stage.



SELECTED CONSULTATION GOALS

Tailor-made and economically pragmatic solutions for your company are our top priority. This is how we adapt our team to your individual needs. For complex and cross-border projects, we work in interdisciplinary teams across locations and countries on the optimal solution for you.

Establishment, design and termination of employment relationships

- Drafting employment contracts and contracts of managing directors, board members, consultants and freelancers
- Employee participation, bonus systems
- Employee protection, working hours law
- Reduced working hours systems
- Company pension scheme
- Termination of employment contracts, right of termination and termination agreements

Works constitution law

- Consultation on company co-determination
- Formulation of company agreements
- Representation in company mediation or arbitration procedures
- Collective agreement law / Application of collective agreements

- Conception of collective agreements

Corporate acquisitions, restructuring and operational changes

- Due diligence under employment
- Advice regarding company sales, conversions and restructuring
- Strategic consulting for business transfers
- Consultation on reconciliation of interests and social plan negotiations

Compliance with employment

- Consultation on operational compliance management systems
- Sanctioning of rule violations

Conducting of cases, including

- Representation before the labour and social courts as well as in special proceedings, for example in relation to severely impaired employees
- Representation in labour court resolution proceedings, among others, towards works councils



AUSTRIA

GRAZ

SCWP SCHINDHELM
Saxinger, Chalupsky & Partner
Rechtsanwälte GmbH
graz@scwp.com

LINZ

SCWP SCHINDHELM
Saxinger, Chalupsky & Partner
Rechtsanwälte GmbH
linz@scwp.com

WELS

SCWP SCHINDHELM
Saxinger, Chalupsky & Partner
Rechtsanwälte GmbH
wels@scwp.com

VIENNA

SCWP SCHINDHELM
Saxinger, Chalupsky & Partner
Rechtsanwälte GmbH
wien@scwp.com

BELGIUM

BRUSSELS

SCWP SCHINDHELM
Saxinger, Chalupsky & Partner
Rechtsanwälte GmbH
brussels@scwp.com

BULGARIA

SOFIA

SCHINDHELM
Dr. Draganova & Collegues
sofia@schindhelm.com

CHINA

SHANGHAI

SCHINDHELM
Schindhelm Rechtsanwaltsgesellschaft mbH
shanghai@schindhelm.com

TAICANG

SCHINDHELM
Schindhelm Rechtsanwaltsgesellschaft mbH
taicang@schindhelm.com

CZECH REPUBLIC

PILSEN

SCWP SCHINDHELM
Saxinger, Chalupsky & Partner v.o.s
pilzen@schindhelm.com

PRAGUE

SCWP SCHINDHELM
Saxinger, Chalupsky & Partner v.o.s
praha@scwp.com

FRANCE

PARIS

SCHINDHELM
Schindhelm Rechtsanwaltsgesellschaft mbH
paris@schindhelm.com

GERMANY

DÜSSELDORF

SCHINDHELM
Schmidt Rogge Thoma Rechtsanwälte
Partnersgesellschaft mbH
duesseldorf@schindhelm.com

FRANKFURT

SCHINDHELM
Schindhelm Rechtsanwaltsgesellschaft mbH
frankfurt@schindhelm.com

HANOVER

SCHINDHELM
Schindhelm Rechtsanwaltsgesellschaft mbH
hannover@schindhelm.com

MUNICH

SCHINDHELM
Schindhelm Rechtsanwaltsgesellschaft mbH
muenchen@schindhelm.com

OSNABRÜCK

SCHINDHELM
Schindhelm Rechtsanwaltsgesellschaft mbH
osnabrueck@schindhelm.com

HUNGARY

BUDAPEST

SCWP SCHINDHELM
Zimány & Fakó Rechtsanwälte
budapest@scwp.hu

ITALY

BOLOGNA

DIKE SCHINDHELM
DIKE Associazione Professionale
bologna@schinhelm.com

POLAND

WROCLAW

SDZLEGAL SCHINDHELM
Kancelaria Prawna
Schampera, Dubis, Zając i Wspólnicy sp.k.
wroclaw@sdzlegal.pl

GLIWICE

SDZLEGAL SCHINDHELM
Kancelaria Prawna
Schampera, Dubis, Zając i Wspólnicy sp.k.
gliwice@sdzlegal.pl

WARSAW

SDZLEGAL SCHINDHELM
Kancelaria Prawna
Schampera, Dubis, Zając i Wspólnicy sp.k.
warsawa@sdzlegal.pl

ROMANIA

BUCHAREST

SCHINDHELM
Schindhelm & Asociatii S.C.A
bukarest@schindhelm.com

SLOVAKIA

BRATISLAVA

SCWP SCHINDHELM
Saxinger, Chalupsky & Partner s.r.o.
bratislava@scwp.com

SPAIN

BILBAO

LOZANO SCHINDHELM
Lozano Schindhelm SLP
bilbao@schindhelm.com

DENIA

LOZANO SCHINDHELM
Lozano Schindhelm SLP
denia@schindhelm.com

MADRID

LOZANO SCHINDHELM
Lozano Schindhelm SLP
madrid@schindhelm.com

PALMA DE MALLORCA

LOZANO SCHINDHELM
Lozano Schindhelm SLP
palma@schindhelm.com

VALENCIA

LOZANO SCHINDHELM
Lozano Schindhelm SLP
valencia@schindhelm.com

TURKEY

ISTANBUL

GEMS SCHINDHELM
Gems Legal Schindhelm Istanbul
istanbul@schindhelm.com