

Workplace Law

Labor law advice on M&A transactions

We advise on labor law aspects of M&A transactions from the design stage (e.g. carve-out/structuring of business units) to due diligence through post-merger integration. We cooperate closely with specialists from other fields of law. Thanks to our [L&E Global](#) alliance, we have a well-established international team and can provide you with advice from a single source, even for cross-border transactions.

When drafting company purchase agreements, we safeguard your interests in relation to labor law.

We have strong industry expertise and experience of designing retention programs for key employees, as well as matters relating to company pension schemes in the context of transactions. When seeking labor law advice on M&A matters, you can benefit from our comprehensive knowledge of labor law – for example in the drafting of service contracts for board members and CEOs, or in the context of restructuring, transfers of business or co-determination. In the post-merger phase, we advise you on changes to operational structures and on collective and individual agreements.

Specifically, we focus on:

- Design/structuring of the target company/business unit
- Negotiation of reconciliation of interests/social plans
- Due diligence, red flag report
- Consideration of sector-specific aspects, such as for financial institutions, the life sciences, automotive and health care services sectors, and the energy industry
- Effects of the transaction on the company pension scheme and its replacement
- Drafting the labor law provisions of company purchase agreements such as SPAs, APAs, agreements under conversion law or TSAs
- Retention/change of control/employee participation programs
- Redrafting of key employees' contracts
- Development and implementation of labor law-compliant proposals for restructuring or post-merger integration, including support for negotiations with works councils and trade unions, as well as redesign of company pension schemes