

Workplace Law

Negotiations with works councils, personnel councils and trade unions

We represent companies in negotiations with works councils and trade unions. Contentious negotiations and arbitration committee proceedings with works councils often occur in matters of works constitution law that are subject to co-determination, particularly in the reconciliation of interests and social plan negotiations required in the context of restructuring. In these scenarios, companies need professional legal and practical support. We have decades of experience negotiating in arbitration committee proceedings and we can help you to enforce your business interests while observing co-determination. We work with you to develop the operational proposal, support you in implementing it and advise you on the right communication strategy for all relevant stakeholders. In addition, we can advise you on collective bargaining and imminent industrial disputes, while working with you to develop strategies for minimizing operational and entrepreneurial risks.

Specifically, we focus on:

- Arbitration committee proceedings
- Company remuneration systems, working hours systems, reconciliation of interests and social plans
- Implementation of communication strategies
- Strategic preparation for collective bargaining negotiations and/or conducting these negotiations