

Workplace Law

Reorganization and restructuring

We have extensive, in-depth experience of reorganization and restructuring, including cross-border projects, and in implementing operational changes. As your long-term partner in labor law matters, we start work well in advance. We analyze the legal framework, the interests of the negotiating partners and other stakeholders, and develop specific strategies for action, taking into account the external impact for your company. We also support you with our knowledge and experience in preparing a business plan that can stand up to scrutiny by the works council and a labor court.

Together with you, we implement the necessary measures (particularly staff cuts, relocations or transfers of business). You receive support in negotiations on reconciliation of interests and social plans, structural agreement negotiations as well as labor court disputes, all from one source. We have co-developed legal-tech tools that can be used to limit the costs of a social plan and/or to enable you to make a legally sound selection, based on social criteria, that complies with the Federal Labor Court's case law and corresponds most closely to your wish list.

Specifically, we focus on:

- Negotiations on reconciliation of interests and social plans
- Collective bargaining social plan negotiations
- Arbitration committee proceedings
- Structural collective bargaining agreements
- Restructuring-based collective agreements
- Mass redundancy notifications
- Works council hearings
- Representation in litigation