



Employment law

Comprehensive and expert legal advice in all areas of employment law

With many years of practical experience, our employment law team advise and represent national and international companies from a variety of industries throughout Germany, as well as public sector organisations, ecclesiastical institutions, managing directors, boards and other executives, in all areas of individual and collective employment and service contract law.

We develop bespoke solutions by putting together tailored interdisciplinary teams of specialists who can provide you with comprehensive and expert advice, covering aspects of social insurance law, tax law and business management.

We are assisted in international matters by our international partners, the Forvis Mazars Group and the lawyers' alliance Marcalliance.

**forvis
mazars**

We offer the following services in the area of employment law:

Selection and recruitment procedures, drafting employment contracts

All types of contract, remuneration systems, rules on working hours, termination of employment contracts, the law on fixed-term employment contracts, wage classification

Compliance

Anti-discrimination, the ban on granting preference to and discriminating against employee representatives, contract management, avoidance of bogus self-employment, anti-corruption, combating illicit employment, whistleblowing systems, employee data protection, health and safety, minimum wage, assessment of the appropriate level of remuneration for managing directors and members of the management and supervisory boards, particularly in the case of public or not-for-profit organisations

Co-determination

Works constitution law, staff representation, church co-determination, arbitration procedures including negotiations on the reconciliation of interests and a social plan, employment tribunal procedures, corporate co-determination pursuant to the German Co-determination Act (MitbestG) and German One-third Employee Participation Act (DrittelbG)

Restructuring, transactions, rescue

Staff transfer, transfer of undertakings pursuant to Section 613a German Civil Code (BGB), redundancy, due diligence, privatisations, provision of personnel, personnel leasing

Collective agreements

Collective bargaining law in the public and private sectors, collective agreement negotiations, issues of application

Mobile working

Introduction and design of mobile office, home office and teleworkplaces, taking into account co-determination, employee protection regulations, the Working Hours Act, employee data protection, etc

Short-time work

Advice on the subject of short-time work as an important instrument for avoiding redundancies, especially in connection with checking and creating the requirements for short-time work, the application and the legal consequences of short-time work

Special types of service contract law

Freelancers, temporary agency workers, commercial agents, executives' agreements, structuring of employment relationships including bonus and pension regulations, in particular for managing directors and board members as well as senior employees, implementation of status procedures

Start-ups

Start-up businesses, foreign investors

International worker mobility

Drafting and review of secondment agreements, inter-company agreements, advice on cross-border restructuring, advice on drafting of employment contracts and collective bargaining in matters with international aspects

Litigation

Legal representation in employment, social, civil and administrative litigation

Other areas

Company pension scheme, law on supplementary pensions in the public sector (VBL, ZVK, KZVK), employee share options, deployment of external staff (e.g. carrying out risk analyses)

In-house training, workshops, webinars

Our consulting services include events and training courses on current topics tailored to your needs.

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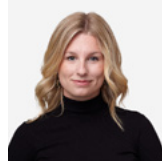
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