

Practice Group

Employment



Schellenberg
Wittmer

Practice Group

The expertise of the Employment Law Group extends to the full range of all employment law matters including data protection, immigration and social security. Schellenberg Wittmer also has a strong reputation in employment litigation, employment law-related issues in international set-ups and in connection with international and domestic M&A transactions.

Our Employment Law Group consists of multilingual lawyers and currently includes four practitioners who hold the Certified Specialist SBA Labour Law title.

Expertise

Schellenberg Wittmer's Employment Law Group has extensive experience in advising clients in all matters of employment and employment-related law. We offer advice and assistance to our clients in the following areas in particular:

- General advice in all employment law matters
- Due diligence and assistance in M&A operations
- Negotiation, drafting and review of employment contracts, termination agreements, personnel handbooks, staff policies (whistleblowing, harassment, expenses, etc.), and all contractual documents related to employment law

- Structuring of remuneration and bonus schemes, such as deferred compensation, employee participation (share or stock option plans, etc.) or other schemes; data protection-related issues, including assistance on employment and data protection issues related to US PROGRAM
- Negotiations and settlements with employees and top managers
- Litigation cases (summary dismissals, bonuses, holiday pay claims, pension funds, expatriate employee issues, gender equality, data protection issues, harassment, breach of loyalty duty and competitive behaviour, employer liability, etc.)
- Investigations into alleged employee misconduct
- Assistance to companies in relocation of their business to Switzerland, relocation or secondment of key employees from/to various countries; immigration law issues, residence and work permits
- Assistance in restructuring of businesses, including preparation and implementation of redundancy programmes (individual or collective) with evaluation of mass dismissal procedures, etc.
- Social security issues
- Assistance on various areas of pension schemes
- Legal advice on other miscellaneous topics (internship, validity of non-competition clauses, etc.)

Deals and Cases

- Counsel to Cardinal Health concerning all benefits and employment issues in Switzerland related to the acquisition of the Cordis business and Medtronic's Patient Recovery Business (due diligence, new contractual documentation, pre-recruitment issues, transfer of contracts, etc)
- Counsel to a large private multinational industry group in a project concerning the establishment of a highly sophisticated set of Long-Term Incentive Plans (LTIPs) for senior executives, including drafting of the plan rules and their implementation

- Counsel to RAM Active investments SA in its sale of shares to Mediobanca S.p.A, a major listed bank based in Milan. Schellenberg Wittmer assisted the client in negotiation of the transaction documents in view of developing a strategic partnership with the purchaser. We also advised the client in dealing with the complex regulatory environment with the financial authorities (FINMA, CSSF, SEC, Bank of Italy and FCA) and helped to implement and adapt a CRD IV remuneration policy in Switzerland
- Counsel to a European bank on its prospective merger and mass dismissal, organisation of the strategy and contractual documentation to be used by the new bank (contracts, remuneration policy, staff manual, retention plans, social plan). We also dealt with the consultation process, communication with the authorities, retention plans and the social plan

Recognitions

The group and leading practitioners are highly ranked among leading law firms across international directories and publications:

- Chambers Europe in Employment
- Legal 500 in Employment
- WWL Switzerland and across WWL Employment International Guides

“
‘Top-notch’ practice.
”

Contacts



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“
**Sharp and efficient,
very available and
highly skilled in
employment law.**
”

>150 lawyers
15 languages
30 nationalities
17 practice areas
14 sectors and industries
1,978 years of experience
Collaboration with
300 law firms worldwide
in more than
50 jurisdictions

Schellenberg Wittmer Ltd is your leading Swiss business law firm with more than 150 lawyers in Zurich and Geneva, and an office in Singapore. We take care of all your legal needs – transactions, advisory, disputes.



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