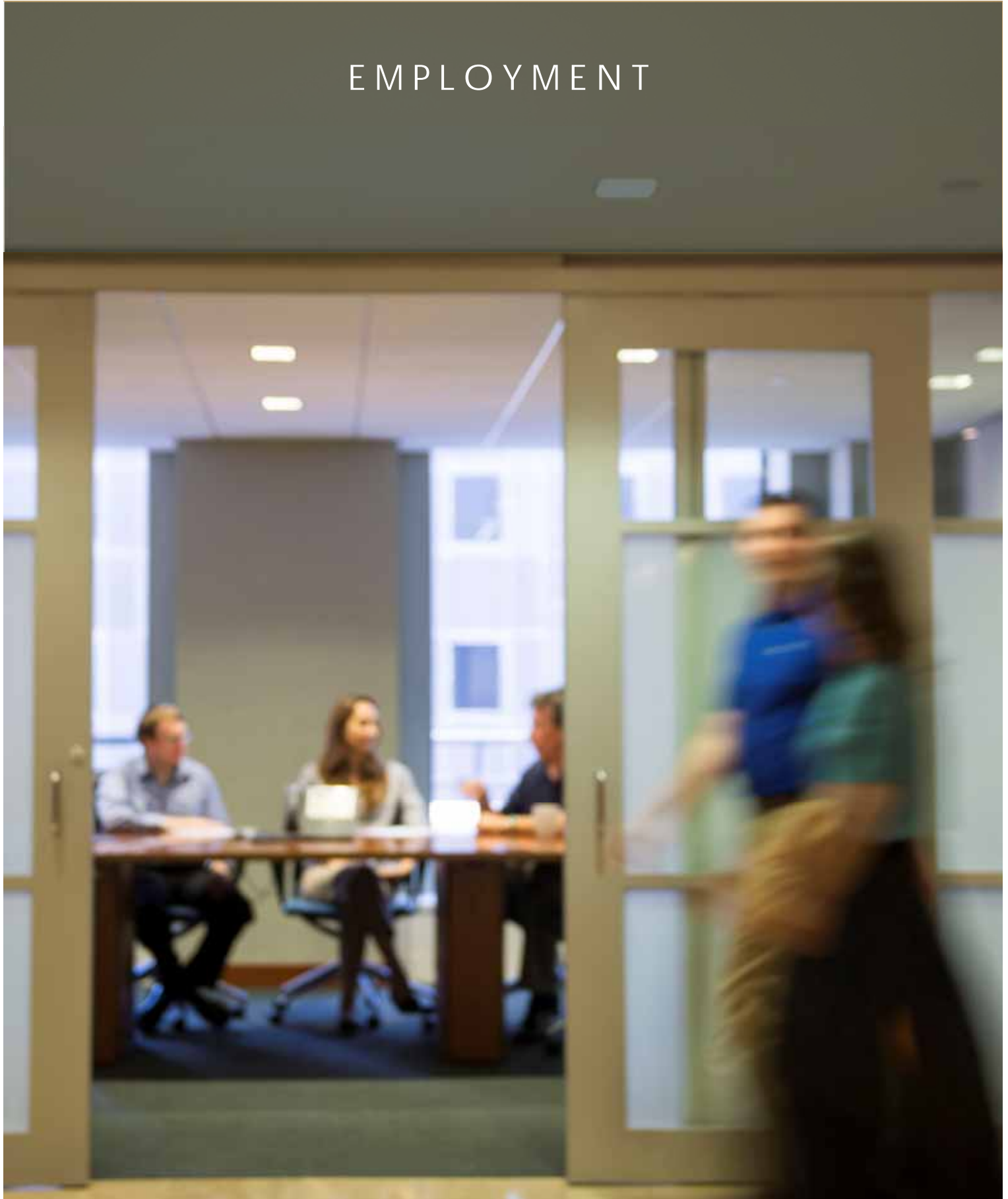


WATSON FARLEY
&
WILLIAMS

EMPLOYMENT



WATSON FARLEY & WILLIAMS: KEY FACTS

140+
PARTNERS

ESTABLISHED
1982

14
OFFICES

450+
LAWYERS

11
COUNTRIES

20+
LANGUAGES
SPOKEN

OUR EMPLOYMENT PRACTICE

Advising corporations, entrepreneurs and individuals, Watson Farley & Williams' employment lawyers provide pragmatic advice in relation to a range of matters – from day-to-day queries to strategic business planning.



Approachable and commercially astute, our specialist employment lawyers advise on both contentious and non-contentious labour law matters. We work with clients to avoid disputes by finding creative solutions to workplace problems.

We are trusted to deliver a responsive and cost-effective service around the world. In Germany, for example, the team specialise in German works constitution and collective bargaining law, whilst in the UK our team also advise on a wide range of immigration issues.

Worldwide, our employment lawyers provide practical advice in relation to contracts of employment, remuneration schemes, workplace policies (including working time schemes, codes of conduct, confidentiality, intellectual property, pension schemes), secondment and repatriation, collective bargaining, board proceedings, business transfers and M&A – including post-transaction integration issues – EU directives and government proposals, termination and compromise, and employment litigation.

With clients including in-house lawyers, HR professionals, finance directors, managing directors, entrepreneurs and individuals, we take the time to fully understand businesses and working cultures in order to deliver high quality bespoke services.

“EXTREMELY PATIENT AND
ABLE TO EXPLAIN INCREDIBLY
TECHNICAL TERMS ...”

CHAMBERS UK 2017

SELECTED EXPERIENCE

LABOUR DISPUTE FOR LEADING OIL & GAS EXPLORATION AND PRODUCTION BUSINESS

Acting for Salamander Energy, a leading British-based oil & gas exploration and production business whose activities are focused in South East Asia, on labour disputes which have been brought to the Thai Central Labour Court by their former consultants.

HMRC COMPLIANCE INVESTIGATION

Advising a global corporation following a HMRC compliance investigation of the tax treatment of payments in lieu of notice to employees over a six-year period and whether, as a matter of custom and practice, the wrong tax treatment was applied to the payments. We carried out a detailed legal analysis and assisted with submissions to HMRC which resulted in a favourable outcome for our client.



CONSTRUCTIVE DISMISSAL

Advising an inter-dealer broker in connection with his potential claim for constructive dismissal.



INTERDEALER BROKER ADVICE

Advising an individual who had been suspended by his employer, an interdealer broker, for alleged gross misconduct. We helped our client successfully defend the protracted disciplinary proceedings and negotiate favourable exit terms from his onerous employment contract.

EMPLOYMENT LAW FOR €2.37BN RESIDENTIAL PORTFOLIO ACQUISITION

Advising Deutsche Annington Immobilien SE on the employment law aspects of the acquisition of approximately 11,500 residential units managed by DeWAG, the integration of around 30,000 residential units owned by Vitus group and the internal restructuring of Deutsche Annington group.

ADVICE ON BOARD CHANGES

Advising an AIM-listed oil & gas client on the departure of two directors, and on the appointment of the new CEO, after it received substantial foreign investment of approximately £5m. As a result, there were major changes at Board level.

EMPLOYMENT LAW FOR AIRLINES

Advising a number of international airlines on various employment law issues including employee fraud, redundancies and restructuring, drafting new employment contracts and revising work rules to address changes in Thai labour law, resolving employment disputes, and representing airlines in Labour Court proceedings brought by former employees.



MAJOR GERMAN BANK RESTRUCTURING

Advising a significant subsidiary of one of Germany's largest banks on all employment and works council aspects concerning the restructuring of its group at five sites in Germany. We also successfully defended this subsidiary against a preliminary injunction filed by its works council before a German labour court.

CONTRACT OF EMPLOYMENT

Advising a new CEO in relation to his contract of employment.

ESTABLISHMENT OF SUBSIDIARY

Acting to establish the UK trading subsidiary of Foresight, a US coal mining group, including tax structuring, employment and immigration matters, the lease of new premises and formal establishment of the English subsidiary.



IMMIGRATION COMPLIANCE

Advising a large UK-based organisation in relation to all aspects of immigration compliance, including undertaking a mock UKBA audit and advising in connection with the dismissal of an employee without valid leave to remain.

TERMINATION OF EMPLOYMENT

Advising the CEO of a Lloyds insurance company on the termination of his employment contract on agreed terms.

INCENTIVE PLAN

Advising security screening products manufacturer ThruVision Systems in the UK and US on a cross-border share incentive plan.

CORPORATE RESTRUCTURING

Advising an international airline on the restructuring of Thai operations, including redundancy of staff, contract issues with the GSA and dealing with ending of leases on property.



COLLECTIVE REDUNDANCY CONSULTATION PROCESS

Advising an oilfield services company on a collective redundancy consultation process for the closure of part of its business. This required heavy involvement in the whole procedure including timetabling and strategies for the consultation. We also dealt with issues relating to trial periods for the employees who relocated, as well as compromise agreements for the employees that were made redundant.



EMPLOYMENT TRIBUNAL

Successfully acting on behalf of an aerospace and defence company in a complicated employment tribunal claim. After being made redundant as a result of the economic downturn, the employee had alleged unfair dismissal. The case focused on the jurisdictional issue of whether the claim was submitted in time.

VISA APPLICATIONS

Assisting UK based clients to obtain Schengen visas to Europe and business visitor visas to other countries, such as Australia and Canada.

REPUTATION

"A BROAD AND VARIED PRACTICE WITH THE ABILITY TO DEAL WITH A RANGE OF BOTH CONTENTIOUS AND NON-CONTENTIOUS EMPLOYMENT MATTERS."

CHAMBERS UK 2014

"...RECEIVES PRAISE FROM CLIENTS FOR GIVING 'SOUND, TO-THE-POINT AND SWIFT ADVICE'."

LEGAL 500 UK 2014



"IMPRESSES CLIENTS WITH... 'RELIABLE, GOOD-QUALITY ADVICE'."

CHAMBERS UK 2014

"... 'COMMERCIAL-MINDED TEAM'..."

LEGAL 500 UK 2014

"THE TEAM ARE EXTREMELY PRAGMATIC AND COMMERCIAL MINDED. THEY COMMUNICATE THE PROS AND CONS OF VARIOUS APPROACHES AND PROVIDE ENOUGH INFORMATION TO ALLOW US TO ADEQUATELY CALIBRATE RISKS AND TAKE APPROPRIATE ACTION."

CHAMBERS UK 2016

"EMPLOYMENT TEAM WITH BROAD EXPERTISE. NOTES FOR THE INTERNATIONAL FOCUS OF ITS PRACTICE, WITH REGULAR WORK WITH NON-UK HEADQUARTERED FINANCIAL INSTITUTIONS."

CHAMBERS UK 2015

"GROWING EMPLOYMENT DISPUTES PRACTICE."

CHAMBERS ASIA PACIFIC 2014

"...WELL KNOWN IN EMPLOYMENT."

JUVE HANDBUCH 2014



"...EFFECTIVE, DECISIVE, AND PROVIDES HELPFUL AND CONSTRUCTIVE ADVICE"

CHAMBERS UK 2016

"THEY GIVE SOUND ADVICE AND ALSO PRESENT INTERESTING BRIEFINGS AND AN ANNUAL EMPLOYMENT LAW SEMINAR."

CHAMBERS UK 2015

"... 'EXCELLENT' TEAM..."

LEGAL 500 UK 2014

"CLIENT SERVICE: 'THEY ARE VERY QUICK IN RESPONDING TO ANY QUESTIONS OR QUERIES, THEY'RE VERY SUPPORTIVE'."

CHAMBERS UK 2014

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