

## Employment

Your people are your greatest asset. However, managing employees in today's global market can be complex. It requires a deep knowledge of developing local and national laws, as well as, in many cases, an appreciation for multinational legal and cultural considerations

At Hogan Lovells, we understand employment issues are about more than knowing the law. They're about knowing your business and knowing your people. That's why, according to *Chambers and Partners*, our "combination of technical expertise and interpersonal skills... builds trust and confidence."

While litigation of disputes is generally a solution of last resort, our record of success in court and arbitration is unrivalled. And whether you're facing issues in one country or in 20, we're here to help.

Our top-ranked global team advises and guides clients like you on all types of employment challenges and opportunities, wherever they occur. We understand the business sensitivities that surround each matter, and work to foresee and avert complications. We help you make informed decisions that minimize workplace risk, and, ultimately, find solutions that work.

Our employment lawyers:

- advise and defend companies in litigation or arbitration
- help develop and implement best practices
- negotiate with unions or work councils
- deal with executive compensation arrangements

### Key contacts

Dr. Kerstin Neighbour,  
Frankfurt

Michael E. DeLarco,  
New York

Stefan Martin,  
London

Dominique Mendy,  
Paris

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### Trending Topics

[How to prevail when  
technology fails](#)

[The Litigation Landscape](#)

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[Hogan Lovells Engage |  
Employment](#)

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[Litigation Landscape  
podcast series](#)

[Managing your COVID-19  
risk.](#)

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- arrange orderly separations
- protect your company and ensure you have, and properly implement, the best workplace policies
- talk with clients in clear and straightforward terms

To speak with a member of our employment practice, get in touch at your earliest convenience.

## Representative experience

Advising a global bank in relation to one of the largest asset management contracts in history.

Advising on Dell's US\$67bn EMEA-wide merger with EMC, the largest technology matter in history.

Advising trustees of the Kodak Pension Plan on the transfer of over 4,000 employees in more than 30 jurisdictions into a new employing entity.

Advising a major international banking group on its pay equity project, which involves reviewing and benchmarking the pay of their 250,000 international employees.

Negotiating with a union on behalf of Coca-Cola Femsa regarding the closure of distribution facilities, and providing advice regarding the restructure of distribution in Mexico.

Successfully defended Toyota Manufacturing against a carpal tunnel claim appeal in the U.S. Supreme Court, which unanimously overturned the Sixth Circuit and clarified the reach of the Americans with Disabilities Act.

Acting as principal employment law adviser to an international oil company for 30+ years. Advising on a range of employment law issues, from the standard to the more esoteric.

Advising a global insurance broker in relation to employment implications arising from a regulatory investigation.

Advising a global consumer products business on the highly sensitive and confidential terminations of the CEO and Group Director.

UK specific pricing information in accordance with the SRA...

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## Areas of focus

Labor and Employment Matters in Education Institutions

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## Related practices

Executive Compensation, Employee Benefits, and Share Incentives

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Advising a German medical devices company on implementing a new global employment and governance structure across 40 jurisdictions.

## Awards and rankings

- "strong global capabilities, with consistent quality around the globe", *Chambers Global*, 2018
- Employment Law Team of the Year, *African Legal Awards*, 2017
- Employment, Pensions, and Benefits Team of the Year, *Legal Business Awards*, 2014

## Latest thinking and events

### News

Washington and Oregon join California in mandating vaccination for health care workers

### Insights

Will bad apples stop rolling? The HKMA launches a mandatory reference checking scheme

### Press Releases

Hogan Lovells advises UBS on its first infrastructure equity investment in Germany

### News

Virginia employer checklist for compliance with new 2021 laws

### Press Releases

Hogan Lovells advises Saurer on termination of preliminary self-administration proceedings and sale of Accotex, Temco and winder businesses

### News

Colorado requires salary ranges on job postings for remote positions, regardless of geography