



Vilau & Mitel

ATTORNEYS AT LAW

Employment

Our expertise in employment consists in advising clients on domestic and trans-national issues, concentrating on individual and collective employment aspects of mergers and acquisitions; reorganizations and redundancies; executive remuneration and related regulatory and disclosure obligations; service contracts; confidentiality and restrictive covenants; work councils; individual and group severance arrangements; employee share options plans and profit sharing schemes; social security and pensions and employment dispute resolution.

Specific areas of advice:

- Greenfields: We advise our clients who decided to open a Greenfield in Romania. Our lawyers advise the clients about the general framework regarding the employees' regime in Romania and social security, also drafting the individual employment agreements and assisting the clients for the execution and registration thereof. We draft the collective bargaining agreements and assist our clients during their negotiation with the employees' representatives. Moreover, we draft the companies' internal regulations, in accordance with the Romanian laws.
- Privatization, mergers and acquisitions: We offer advice on employment-related issues upon the takeover or merger of companies, such as drafting and negotiating employment pacts with the trade unions, personnel transfer or lay-offs.
- Trade unions and employees' representatives: We advise on work councils, collective consultation and representativity of trade unions for the negotiation of the Company's Collective Bargaining Agreement.
- Expatriation: We advise the employers on expatriate regulations, particularly related to working permits and visas, the recognition of graduation degrees and fulfillment of emigration formalities.
- Employment relationships, employees rights and benefits: Our advice focuses on confidentiality and non-compete agreements, employees' secondment, temporary employees, bonuses and incentive schemes.
- Restructuring programs: We assist our clients for the drafting and implementation of restructuring/redundancy programs, in accordance with the relevant laws and collective bargaining agreements.
- Litigations – conflicts of rights and conflicts of interests: We assist our clients in connection with the settlement of disputes and conflicts, either amicably or before the courts of law, with respect to solving labor conflicts, strikes, disciplinary sanctions and termination of individual employment agreements.