



# Labor & Employment Practice in Romania

July 2010

# Labor & Employment

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White & Case's Bucharest office provides integrated legal solutions that bolster our clients' ability to attract and retain top talent while meeting their needs for flexibility, cost control, risk management and advantageous tax treatment.

Our lawyers' experience covers Romanian and European labor legislation, including advice on labor legislation, employment agreements, employee unions, counseling on issues arising from employment standards, participation of employees in stock purchase and stock option plans, employment mediation and litigation, including dismissal procedures and collective bargain agreements, outsourcing, issues arising from employment protection and treatment standards, negotiation of benefit and termination packages, and employment litigation related to dismissal procedures.

In particular, we provide labor and employment law advice in the following key areas:

- Labor law contracts
- Remuneration and benefits
- Internal regulations, employee policies, codes of conduct and handbooks
- Collective bargaining agreements and related negotiations with trade unions
- Cross-border labor issues, employee transfers, outsourcing and secondments
- Layoffs, collective redundancies, restructuring and company closures
- Employment-related transactions, agreements and policies, due diligence reviews and investigations
- Employee dispute resolution, representation in administrative hearings, arbitration, mediation and litigation
- Data protection

We guide our clients through the legal complexities associated with internal restructurings, outsourcing and other corporate transactions, and help them avoid getting entangled in complicated workforce issues. When avoidance is impossible, our lawyers work with clients to resolve these employment-sensitive issues efficiently and effectively through negotiation, arbitration, litigation and other appropriate means. Clients also seek our advice on the effects of transactions, on terms and conditions of employment, collective labor agreements, employee representative arrangements and labor law due diligence.

With our global reach, we are able to provide integrated legal solutions to support our clients' business objectives, whether in one or more jurisdictions. We draw upon the experience of our corporate, securities and other practices, to offer a combination of legal practices to meet clients' specific goals.

## An independent view:

"Eastern European Law Firm of the Year"  
**Chambers Global Awards 2007**

White & Case received the "**Leading**" - tier one ranking in **PLC Which Lawyer's guide to International Labor & Employment Law**

"Commanding 16 European offices, White & Case is ranked among leading firms in Europe-wide Employment."  
**Chambers Europe (2007)**

# Selected Representative Experience

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## **Novartis**

Advised Novartis Pharma Services AG on the employment aspects related to the reorganization activities of its Romanian Representative Office.

## **ARDAF S.A.**

Advised ARDAF S.A. on its corporate and workforce restructuring, including the performance of collective redundancies, negotiations with labor unions and agreements on compensatory packages, as well as in relation to the negotiations of the collective bargaining agreements with labor unions established at the company level.

## **Survey Sampling**

Advised Survey Sampling on various labor issues in connection with drafting and negotiating labor agreements.

## **Intel Corporation**

Advised the leading chip manufacturer Intel Corporation on compliance with the employment-related obligations associated with the acquisition of the US-based software developer Wind River.

## **AgroSyd Invest**

Advised the Danish company AgroSyd Invest on the termination of employment agreements and the settlement of employee claims.

## **CEZ**

Advised the Czech energy group CEZ on various labor issues in connection with a review of the structuring and administration of the provision of services within the group companies.

## **News Corporation**

Advised News Corporation on the implementation of global employee policies.

## **3i Plc**

Advised the UK-based company 3i Plc and its Romanian subsidiary on the assessment of the existing management and employment agreements.

## **Nabors Drilling International Limited**

Advised the Romanian subsidiary of the global leading oil services drilling company Nabors Drilling International Limited on a collective bargaining agreement and work permits.

## **LyondelBasell**

Advised the Romanian subsidiary of LyondelBasell on various labor law-related matters concerning collective bargaining agreements and lunch voucher entitlements.

## **Intertrans K**

Advised Intertrans K on the negotiation, conclusion and termination of employment agreements.

# Your Key Contacts

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