



International Labor and Employment Law Practice

Overview

International Labor and Employment

International Labor and Employment Law

In today's increasingly global, mobile and information-based economy, multinationals seek our guidance on aspects of human resources and employment law compliance that they align globally.

White & Case offers a dedicated team of lawyers who advise exclusively on international labor and employment law matters. We counsel multinational employers on the full range of multijurisdictional labor and employment law matters affecting their global HR initiatives and compliance.

Leveraging the worldwide scope of our more than 100 employment, labor, benefits and compensation professionals in 24 offices in 16 countries, we advise multinationals on the legal implications of cross-border employment, benefits and HR initiatives. Taking a global (as opposed to multilocal) approach, we offer a one-stop solution for the legal advice clients need to implement regional and global HR initiatives and compliance.

Global Integration and Efficiencies

Labor and employment lawyers in every country tend to focus on their domestic local law. This domestic approach to labor and employment law practice can frustrate a multinational headquarters' cross-border HR operations. Our International Labor and Employment Law Practice is uniquely positioned as a team of international labor and employment lawyers working daily as part of our worldwide network of local labor and employment lawyers. As a result, we provide seamless, globally-integrated advice on cross-jurisdictional matters.

Practice Highlights

Our multinational clients call on our International Labor and Employment Law Practice for advice and project management on the following categories of multijurisdictional HR compliance matters:

- Global codes of conduct, ethics codes, discrimination and diversity policies, and other global HR policies and Corporate Social Responsibility offerings
- Global collective redundancies, reductions-in-force and restructurings
- HR in international mergers and acquisitions (due diligence through post-merger integration)
- Global compensation and equity offerings, including regional and global bonus and compensation plans
- Overseas independent contractors as de facto employees
- Global whistleblower hotlines compliant with Sarbanes-Oxley and local law

- EU and other data privacy laws (data law compliance as to cross-border HR data transmissions and global Human Resources Information Systems)
- Global employee communications and language laws
- "Offshoring" and international outsourcing
- Global applicant background checks, screening and surveillance (video, computer)
- Duty of care and managing exposure to employee personal injuries abroad (terrorism, pandemics, dangerous assignments)
- Employment litigation involving the global workplace (extraterritorial reach of US and other countries' employment law, the US Alien Tort Claims Act, cross-jurisdictional employment law litigation)
- Global collective employee strategies (union/works council strategy alignment, global secondary [sympathy/solidarity] boycotts, response to international corporate campaigns)
- "Sweatshop" codes of conduct (strategy as to human rights allegations in third-world direct and outsourced operations)
- Expatriate arrangements (secondments, benefits, terminations, repatriation)
- Global employment counsel (one-stop solution for local employment compliance advice and oversight counsel for regional and global issues) personal injuries abroad (terrorism, pandemics, dangerous assignments.)

About White & Case

White & Case is a leading global law firm with lawyers in 36 offices across 25 countries.

We advise on virtually every area of law that affects cross-border business and our knowledge, like our clients' interests, transcends geographic boundaries.

Whether in established or emerging markets our commitment is substantial, with dedicated on-the-ground knowledge and presence.

Our lawyers are an integral, often long-established part of the business community, giving clients access to both local, English and US law capabilities plus a unique appreciation of the political, economic and geographic environments in which they operate.

At the same time, working between offices and cross-jurisdiction is second nature and we have the experience, infrastructure and processes in place to make it happen effortlessly.

We work with some of the world's most well-established and most respected companies—including two-thirds of the *Global Fortune 100* and half of the *Fortune 500*—as well as start-up visionaries, governments and state-owned entities.

Leading industry publications consistently recognize White & Case for exemplary work, including:

Donald C. Dowling, Jr. is ranked in *Chambers USA 2010* as one of the top 36 Labor & Employment lawyers in New York

Our "high-end niche" Labor and Employment practice "fields three New York-based international employment lawyers who dedicate 100 percent of their practice to advising on outbound employment matters, outside the US" and is praised by clients as "to the point with quick turnaround time and solid advice" with "particular experience in advising NGOs and other nonprofit clients."

Legal 500 USA 2010

Donald C. Dowling, Jr. is recognized as a leading individual in *Legal 500 USA 2010*

Ranked as one of just two top-tier ("Leading") International Labor and Employment Practices in the US.

PLC Which Lawyer? 2010

Our Employment practice "provides clients with pan-European solutions to implementing employment policies... handles restructurings, and is well versed in litigious matters."

Chambers Europe 2009

Donald C. Dowling, Jr. "is one of the few lawyers in the city to focus on international employment law."

Chambers USA 2009

Don Dowling and White & Case are top-tier "leading" in International Labor and Employment Law

PLC Which Lawyer? 2009

Donald Dowling is at the "forefront of the international employment work in the US" and recommended as a "leading practitioner."

PLC Which Lawyer? Labour and Employee Benefits Super League 2008

"A Top 20 global Labour and Employee Benefits practice."

PLC Which Lawyer? Labour and Employee Benefits Super League 2008

Top International Law Firm 2008

Vault Guide to the Top 100 Law Firms

Worldwide. For Our Clients.

36 Offices. 25 Countries.

Our International Labor and Employment Law Network

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In this publication, White & Case means the international legal practice comprising White & Case LLP, a New York State registered limited liability partnership, White & Case LLP, a limited liability partnership incorporated under English law and all other affiliated partnerships, corporations and undertakings.