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Our Prague Office Employment and Labor Law Practice

White & Case is one of the few law firms providing full-service employment and labor law-related advice in Prague. Here, we serve as a “one-stop shop” for both Czech and international corporations doing business in the Czech Republic.

Through the strength of our global network, foreign investors as well as local companies trust our employment law capabilities for their initial investments in the country. We offer our clients **full support in all employment issues** arising in the course of their business and/or investment activities in the country. Clients seek our advice on a wide range of issues spanning from hiring new employees and drafting employment and management contracts, to reviewing their codes of conduct and internal regulations related to employment or evaluating remuneration structures and pension plans. We also advise on the transfer of employees and collective dismissals, as well as disputes related to employees. We also negotiate with unions on behalf of our clients and advise them on work permits, residential permits and visa requirements.

Our Services

Our lawyers have considerable experience advising clients on the range of employment related rules and regulations that they are subject to in the Czech Republic, and the impact that those rules and regulations have on their businesses. As part of a global law firm, we have particularly strong experience in advising on Czech aspects of multinational deals, in advising foreign employers making investments in the Czech Republic, in advising companies on divestments and winding-up, and in advising Czech employers investing overseas.

Our employment advice includes the following specific areas:

- restructuring and redundancies
- lay-offs, collective redundancies and the shutting down of companies
- termination issues
- benefits, stock option plans
- cross-border labor issues
- transfer of employees
- outsourcing
- settlements
- litigation, litigation avoidance
- collective bargaining
- data protection
- discrimination, harassment and fair treatment
- business immigration
- employee tax and related social and health insurance issues



White & Case named “Czech Law Firm of the Year 2009” at IFLR Awards in March 2009



PLC Which Lawyer gave White & Case **the best overall rankings out of all law firms** in the Czech Republic (2008)

Deal List

We have provided legal services to many of the major domestic and international corporations with interests in the Czech Republic. Recently, we have advised:

Celestica, a Canadian multinational company, in connection with the hiring-out of labor, restructuring, termination issues and various labor law issues, including drafting employment agreements.

CN WorldWide, a Canadian transport services provider, in connection with day-to-day advice on the running of its business and the establishment of a local branch in the Czech Republic, in the area of employment law, including dismissals, data protection issues, protection of employer's property and issues related to monitoring e-mail correspondence.

Česká spořitelna (member of ERSTE group), one of the major Czech banks, in connection with the transfer of employees within the Česká spořitelna group.

ECM, real estate developer, in connection with structuring of benefits, employment litigation, termination and drafting of management contracts.

GE Real Estate, a real estate developer operating in the CEE region, on day-to-day labor advice in the Czech Republic, including legal aspects of hiring of new employees, their benefits and structuring of remuneration schemes, dismissals and, recently, on reorganization in the CEE region.

Hapag-Lloyd Austria in connection with the implementation of internal regulations on reorganization in the Czech Republic.

Honeywell, a U.S.-based company with CEE headquarters located in Prague, in employment and business immigration matters on a regular basis, especially in connection with cross-border matters, secondments and the hiring-out of labor.

Johnson Controls, a U.S.-based global company, on a regular basis, in employment law matters. Recently, we advised on the local implementation of global internal policies and guidelines, the termination of selected employees and the contemplated transfer of employees.

RadioFreeEurope/RadioLiberty, a U.S. governmental organization based in Prague, on a number of employment law issues, including issues of the payment of social and health insurance of U.S. nationals, the liability of employees for damages, internal regulations, data protection issues and the avoidance of discrimination. Recently, we further advised the client in connection with litigation claims of unfair dismissal of Czech employees and on a collective bargaining agreement.

UNIPETROL, UNITRADE (members of PKN Orlen Group) in connection with various employment matters, including restructuring and the related termination of employment contracts, the business restructuring of its subsidiaries in 12 jurisdictions in Europe, the revision of its management bonus system, the preparation of an internal expat policy, and advice regarding the implementation of a code of ethics.

Our Contacts



Ladislav Smejkal
Senior Associate
+ 420 255 771 341
lsmejkal@whitecase.com



Mirjana Gray
Senior Associate
+ 420 255 771 331
mgray@whitecase.com

White & Case,
advokátní kancelář
Na Příkopě 8
110 00 Prague 1
Czech Republic

Worldwide. For Our Clients.

35 Offices. 24 Countries.

www.whitecase.com

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