

*nl*  
NIKOLINAKOS - LARDAS & PARTNERS

LAW FIRM

# Employment & Labour Law Practice



Experts  
in  
Employment  
Law



# ABSOLUTE SPECIALIZATION

---

## DEFINITIVE ADVICE – POWERFUL LITIGATION

Our Employment & Labour Law Practice has in-depth, genuine and proven expertise and experience and has gained a reputation for vigorous representation of clients before courts and regulatory authorities.

*“Top-quality employment law department that exceeds expectations”.*  
*Legal500, 2016*

*“This employment practice has strong litigation expertise”.*  
*Legal500, 2016*

*“This law firm combines tremendous legal expertise with thoughtful business advice”*  
*Legal500, 2016*

*“Nikolinakos - Lardas & Partners Law Firm provides guidance on complex matters in an efficient and convincing manner. Its quality and client service are exceptional.”*  
*Chambers & Partners, 2016*



## OUR **LAWYERS**

---

We advise our clients on the full range of employment and benefits issues, **advisory** and **transactional, contentious** and **non-contentious**.

This includes advising on issues from working conditions, labour risk prevention, employee relations, HR policies and privacy, to restructuring, relationship breakdowns and dispute resolution.

We have a long history of successfully **litigating in courts** and before **regulatory agencies** on the full range of employment law matters, including complex class action litigation.

Furthermore, due to our TMT expertise, we are well placed to assist our clients to comply with the increasingly complex set of rules governing **privacy/data protection in the workplace**.

"**Top-quality employment law department** that exceeds expectations". [Legal500, 2016].

"This **employment** practice has **strong litigation expertise**". [Legal500, 2016]

"**What characterises their lawyers is their ability to work out solutions no matter how complex the issue.**" [Chambers & Partners, 2016].

"**Well known for advising on data protection, privacy and IT security**". [Chambers & Partners, 2016].



## OUR CLIENTS

---

We work collaboratively with our clients to achieve the best possible results. Our commercial pragmatism stands us apart: as well as **employment lawyers**, we are **business advisors**.

We work with clients' in-house legal, management and human resources departments to **develop a tailored and business-focused approach** to meet their objectives. We share our clients' emphasis on preventive measures to minimize the risk of litigation and on resolving matters cost-effectively.

Key executives and human resources professionals in diverse organizations rely on us to help resolve workforce issues quickly, efficiently, and sensitively. Our clients include HR professionals, directors, senior executives and in-house lawyers. We advise them on all aspects of their day-to-day operations, providing advice and guidance that's specifically tailored to their line of business.

We advise companies of all sizes and in virtually all industries. Clients include telecommunications, technology, e-commerce, leisure, banking and finance, energy, insurance, consumer products (retail and B2B), property and engineering, logistics, construction, media and entertainment, pharmaceuticals, and manufacturing rely on us to address their concerns involving employment law issues.



# STRATEGY & PLANNING TRAINING SESSIONS

---

## Strategy & Planning

We develop together a strategy within your commercial plans. Serving as strategic advisors to our clients, we employ creatively **tailored planning** to achieve efficiency and sustainable cost minimization. We address our clients' legal issues in the broader context of their business operations and help them achieve solutions that appropriately manage their legal risks.

We provide **strategic advice** at the early stages to identify effective structures, evaluate and manage risks and avoid unnecessary liabilities across the full range of transactions.

## Tailored in-house Training Sessions

With regard to **employment training** in particular, we offer our clients **seminars** and **workshops** designed to keep human resources professionals and in-house counsel up to date on the latest developments in all areas of labor and employment, workplace health and safety, and employee benefits law.

We also devise and deliver **tailored in-house training sessions** on a variety of topics for **human resources professionals, in-house counsels and managers** and put together training programs that can be conducted by in-house managers and then replicated throughout the company.



# COUNSELLING SERVICES CORPORATE TRANSACTIONS

---

## Counselling Services & Agreements

Our clients come to us to help them manage their risks and provide strategic, board-level advice on crucial employment-related issues, as well as day-to-day support. Our goal is to help clients **maximize** their **human resources**, while **avoiding** exposure to **liability**.

Our counseling services include advice on: **workforce reductions** and related issues; **wage-and-hour compliance**; workplace **privacy** issues, including evolving data privacy laws; investigating and responding to complaints of discrimination; executive employment **contracts**; incentive and **compensation** (executive and staff); allegations of wrongful **termination**, employment **discrimination** and **non-competition** violations; **retaliation** claims; **severance** agreements; cultural diversity of the workforce; early **retirement programs**; **trade secret** protections; **reorganizations** and **outsourcing**; development of **employee manuals**; general employee relations matters.

## Corporate Transactions – Mergers, acquisitions & outsourcing

We advise on the employment aspects of mergers and takeovers, buyouts, outsourcings and other commercial transactions.

Our lawyers assist in structuring the employment aspects of transactions such as procedures for hiring and terminating employees, the negotiation of new collective bargaining agreements and the assumption of existing agreements.

We also handle the employment aspects of bankruptcy proceedings, including renegotiation of collective bargaining agreements, and advise regarding wage payment claims.



# LITIGATION & DISPUTES

---

**We have a long history of successfully representing clients before courts and regulatory authorities.**

Our lawyers in the employment and labor area litigate in courts on the full range of labor and employment law matters, including complex class action litigation. Our attorneys also appear in employment arbitration proceedings, as well as in administrative proceedings before agencies.

We also have experience advising clients on **audits** and **investigations** and their relationship with authorities.

We handle the most complex class actions, ranging from “pattern and practice” discrimination claims to company-wide wage and hour disputes to claims involving mass layoffs and plant closings.

Our lawyers also practice extensively in many niche areas, such as restrictive covenant litigation, labor arbitrations under collectively bargained union contracts; injunctions against union strikes; immigration proceedings; bankruptcy litigation.



# HR COUNSELLING & COMPLIANCE WORKPLACE POLICIES

---

**Our aim is to ensure that your workplace policies are robust and effective.** Key executives and human resources professionals in diverse organizations rely on us to help resolve workforce issues quickly, efficiently, and sensitively.

We advise employers on **compliance issues** under various labor and employment laws, helping clients to conform their workplace practices and procedures to the current legal framework.

We have significant experience **to help and guide companies and their Human Resources Departments** to achieve a **reduction of personnel expenses** by enforcing employment law solutions, special programs, policies and strategies.

We also provide guidance on:

- drafting and implementation of the workplace policies which comply with the legal framework,
- drafting of all HR-related documentation,
- drafting and implementation of internal employment audits in order to identify and thus avoid employment-related problems before they occur;
- e-mail and internet user policies;
- issues such as holiday entitlement and payment, maternity rights etc.



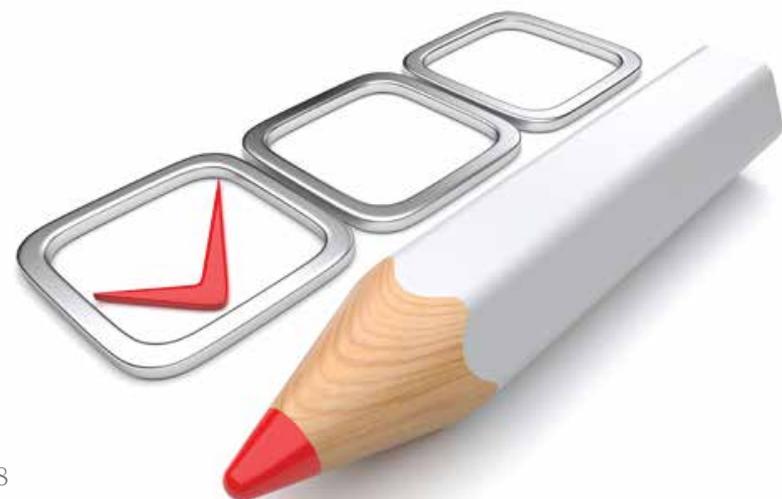
# **HUMAN RESOURCES / PRIVACY & DATA SECURITY**

---

**We assist our clients to comply with the increasingly complex set of rules governing privacy in the workplace.**

We regularly advise our clients on:

- **conducting detailed review of the human resources operations to assess compliance with data protection and privacy laws and regulations;**
- **proper methods for collecting and processing employee personal information;**
- **on the use of CCTV systems and collection and use of the employees' biometric information;**
- **preparing notices, consent forms, and contracts in connection with employment relationships;**
- **drafting acceptable use policies for Internet, e-mail, blogging, and other network activities** in accordance with existing laws and practices regarding workplace monitoring.



# COMPENSATION & BENEFITS

---

We advise on all areas of employee benefits, pensions, share schemes and related tax issues. In particular, our team advises companies, management, boards of directors and executives on a full range of matters relating to employee compensation plans and arrangements, including issues arising in the areas of the transactional, tax, securities, bankruptcy and corporate governance.

We advise our clients in all aspects of compensation and benefits, such as:

- planning, drafting and negotiating a wide variety of executive compensation arrangements, such as employment and severance agreements and all types of employee benefit plans;
- advising on all types of stock and cash-based plans and arrangements, including with respect to the tax efficient structuring of equity compensation arrangements and related shareholder agreements;
- advising on executive compensation and benefits issues arising in the context of mergers, acquisitions, spin-offs, initial public offerings, restructurings and other corporate events, including private equity and leveraged buyout transactions;
- counseling senior executives in connection with the negotiation and implementation of employment, severance and change in control agreements.



# **LABOUR MANAGEMENT RELATIONS / DEALING WITH TRADE UNIONS**

---

We manage employee relations, policy matters, collective consultation, works councils, employee representative bodies, and trade union issues and disputes.

We advise and represent clients in **dealing with unions** from the initial contacts during an organizing campaign to the litigation of unfair labor practices, the negotiation of collective bargaining agreements and the processing of grievances and arbitrations.

In particular, we advise and represent our clients in the area of **Labor Management Relations**, including union avoidance, decertification, union election campaigns, contract negotiations, unfair labor practices, lockouts, strike contingency planning and injunctions, damage suits for illegal strikes, labor contract administration, arbitration, and employee participation committees.



---

Based on the above, we provide commercial and pragmatic solutions for a wide spectrum of employment law issues, including:

- Drafting of Employment Policies
- Management and Employees Training Programmes
- Compliance Issues
- Employment Disputes and Litigation
- Executive Employment Agreements
- Mergers & Acquisitions & Corporate Changes
- Workforce Restructuring
- Data Protection & Privacy
- Policies & Handbooks
- Compensation Structures
- Auditing & Due Diligence
- Collective Bargaining Agreements
- Union Organizing
- Severance Arrangements
- Documentation Drafting and Vetting
- Non-competition agreements and related issues
- Redundancy Programmes
- Restrictive Covenants & Trade Secrets
- Occupational Health & Safety



## RECENT DISTINCTIONS **AWARD WINNING**

---

*Client satisfaction is the real measure of success for the work we do. But we also value the external recognition gained through the awards we have won*

---

We are highly recommended by international legal directories, such as Chambers & Partners and Legal500, as a **Top Tier** and a **Leading law firm**.



"Nikolinakos - Lardas & Associates' **top-quality employment law department exceeds expectations** and has **strong litigation expertise**".

Legal500, 2016

"This law firm combines **tremendous legal expertise with thoughtful business advice**".

Legal500, 2016

"Nikolinakos - Lardas & Partners Law Firm provides guidance on complex matters in an **efficient** and **convincing** manner. Its quality and client service are **exceptional**."

Chambers & Partners, 2016

"This **business-oriented** and responsive team is **efficient, practical** and **results focused**".

Legal500, 2016

"The overall level of their service is **impressive – solution oriented** and very **customer focused**. The team handles complicated and demanding cases **skillfully**, providing guidance in an **efficient** and **convincing** manner"

Chambers & Partners, 2015

"The lawyers at Nikolinakos - Lardas & Partners LLP have '**excellent legal knowledge**, deliver a **personalised service** and are regularly **first choice for complex deals**'"

Legal500, 2015

"Nikolinakos - Lardas & Partners' '**level of service is very high**' and 'industry knowledge is deep', particularly for regulatory or disputes advice"

Legal500, 2015

"Nikolinakos - Lardas LLP is a **popular choice** of clients in heavily regulated sectors"

Legal500, 2014

"The lawyers possess **excellent knowledge**, and deliver a **personalised service**"

Chambers & Partners, 2014

"Experienced in **representing both domestic and international clients** before courts and regulatory authorities"

Chambers & Partners, 2014

"This Firm **continues to impress with its regulatory expertise**"

Chambers & Partners, 2013

"The team's advice is consistently **accurate, quick** and **practical**"

Chambers & Partners, 2013

"Nikolinakos - Lardas LLP has earned an '**outstanding**' reputation"

Legal500, 2013

"It is **efficient** when it comes to **high-risk and complex matters**."

Chambers & Partners, 2012



# contacts

---

## **Nikolinakos - Lardas & Partners LLP**

342 Kifissias Avenue (Building B), 15451, N. Psychiko, Athens, Greece

tel.: +30 213 00 200 20 fax: +30 213 00 200 29

[info@nllaw.gr](mailto:info@nllaw.gr)

### **Marilena Athanasiadi**

Partner

[athanasiadi@nllaw.gr](mailto:athanasiadi@nllaw.gr)

### **Dionysis Asimakopoulos**

Partner

[asimakopoulos@nllaw.gr](mailto:asimakopoulos@nllaw.gr)

*nl*  

---

**NIKOLINAKOS - LARDAS & PARTNERS**

---

L A W F I R M