

Labor Relations and Collective Labor Law Negotiation with Unions and Employee Representatives

Overview

To follow the path of corporate success, the right labor relations strategies must take center stage. Whether you are negotiating a collective bargaining agreement, concerned about labor relations matters or defending against unfair labor practice cases, you need an experienced and savvy team on your side.

Dentons offers sophisticated knowledge about the workings of major national and international unions worldwide and can provide you with proactive, practical labor relations counseling in all sectors. Our team of experienced, seasoned professionals can assist you with your toughest labor contract compliance challenges and help you resolve labor grievances through the arbitration process. Wherever and whenever labor issues arise, our team is on the case to find innovative solutions and strategies.

Throughout the entire process, our focus remains on finding the right solutions for you. Our extensive, expansive labor relations practice covers a wide range of focus areas, including:

- Arbitration
- Collective bargaining agreements
- Corporate transactions
- Decertification campaigns
- Initial representation campaigns
- Injunctions
- Strike actions
- Union recognition applications

Representative Experience

- **Central Government Department:** Advising in connection with threatened union strike action and, in particular, considering whether the union's political agenda meant that they failed to demonstrate that the action was in furtherance of a trade dispute, and so qualified for statutory protection.
- **Hilco UK Ltd.:** Advising on the high-profile administration of the Habitat Group. This was a complex deal, which included the sale documentation, collective redundancy and Transfer of Undertakings (Protection of Employment) consultations, the implementation of management incentive and phantom option schemes, and a variety of cross-border issues.
- **Oil and gas company:** Advising in connection with the high-profile and widely reported industrial unrest at an oil refinery, including visiting the site to interview witnesses for a report to be prepared in advance of the Advisory, Conciliation and Arbitration Service report.
- **Sahaviriya Steel Industries (SSI):** Acting in the negotiations for the acquisition of a steel and coke production facility in Redcar, North-East England. The site was purchased for US\$468 million from Tata Steel Group. Our role

was to secure and separate an 'archipelago of land plots' on a 3,000 acre 'mothballed' manufacturing site, to manage the TUPE and pension scheme transfers for the 750 staff to be retained by SSI, and to advise on over US\$1 billion acquisition finance. The transaction was exceptionally complex, involving expertise across several practice areas and requiring creative legal solutions. It attracted considerable political and media interest and needed quick completion within seven months. Its success depended on our adopting a collaborative and cooperative approach, working closely with various stakeholders, including the client team, local community representatives, environmental and other regulatory bodies, trade unions and other parties for a successful solution for the client.

- **Solarwatt AG:** Advising on a successful restructuring in the context of a protective shield proceeding as a debtor-in-possession. Our team drafted the restructuring plan and implemented the restructuring concept via a capital reduction to zero with a subsequent cash and capital increase. Furthermore, we advised Solarwatt AG on the negotiations with the works council regarding personnel measures, which resulted in a successful settlement.