

# Wrongful Termination and Unfair Dismissal

## Overview

Dentons' Global Employment and Labor Group includes over 400 lawyers who regularly represent management in connection with employment- and benefits-related litigation, corporate and governmental investigations, executive compensation and counseling projects. Our employment lawyers are known for providing practical, business-oriented advice. With our global presence and contacts, Dentons is one of only a handful of firms that can provide multinational businesses with a coordinated solution to all employment and benefits needs.

When it comes to preventing or defending against claims of wrongful employment termination and unfair dismissal, including allegations of improper "for cause" terminations, breach of contract, wrongful or constructive dismissal, fraud, conspiracy, intentional torts, discrimination, retaliation (referred to as victimization in the UK) and unlawful harassment, businesses all over the world seek and rely on the experience and talent of Dentons' employment lawyers.

Dentons' employment lawyers have successfully defended our clients in courts, arbitrations, and before government agencies against numerous claims of wrongful termination and unfair dismissal. To help avoid litigation, we work with employers to plan terminations in advance, determine the components of severance packages where applicable, provide required documentation, and advise on statutory, contractual and other legal requirements.

## Representative Experience

- **International airline:** Advising on numerous matters, including handling a regular stream of unfair dismissal complaints, often involving multiple claimants. One such claim arose out of the mass dismissal of employees writing unflattering comments about customers on a social media website.
- **Multinational car manufacturer:** Advising on numerous contentious and non-contentious matters, including successfully defending a four-day unfair dismissal and sex discrimination complaint, and advising on a major redundancy and reorganization program.
- **The Strive Group, LLC:** Recently winning a six-week jury trial in New Jersey state court on behalf of a company in the Point of Purchase Display business and the company's majority owners. The plaintiffs—an LLC member/former sales executive and his wife (also a former employee)—asserted claims for breach of contract, fraud, conspiracy, defamation, and tortious interference with contract and prospective economic advantage, and sought compensatory damages in excess of \$10 million plus punitive damages. Our clients had terminated the former executive's employment for "cause" due to his submission of false and/or improper requests for expense reimbursement and his improper solicitation of employees. After the plaintiffs rested their case in chief at the trial, the judge granted our clients' motion for directed verdict with respect to the defamation, conspiracy, and tortious interference with contract claims. At the conclusion of the trial, the jury returned a unanimous verdict in favor of our clients with respect to the plaintiffs' remaining claims of breach of contract, fraud, and tortious interference with prospective economic advantage, and with respect to our clients' counterclaims for breach of contract, breach of fiduciary duty, and fraud.
- **Unions:** Acting for two unions and 150 of their members in a reported Employment Tribunal and Employment Appeal Tribunal multi-applicant Transfer of Undertakings (Protection of Employment) claim involving numerous, complex jurisdictional and other issues.
- **Venture capital firm:** Currently defending in federal court in New York against claims of sexual orientation discrimination and retaliation brought by a former human resources employee.