

Tomáš Bílek

Partner



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Prague

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Overview

Tomáš Bílek is Partner and Co-Head of Employment and Labor practice in Dentons' Prague office. He focuses primarily on employment, general corporate, M&A, competition and commercial.

He has broad experience in individual and collective dismissals, employment litigations (including unfair dismissals, damage claims arising from work injury or occupational diseases discrimination and harassment) as well as employment and managers' contracts. He also advises on collective bargaining, employee secondments and outsourcing via employment agencies, remuneration schemes, benefits, incentive programs and data privacy.

As to sectors, he focuses on pharmaceuticals & chemicals, food and pet food, automotive and other machinery manufacturing, technology and retail.

Experience

- **Royal Canin (a member of MARS GROUP):** Advising on the modification of distribution model, incl. the establishment of a local subsidiary covering operations in both Czech and Slovak Republics.
- **Merck, Sharp & Dohme:** Assisting with human resources restructuring and legal integration.
- **Takeda:** Coordinating and providing employment advice to Takeda regarding the implementation of internal employment procedures - EUCAN policies / SOP (Standard Operation Procedures) in five countries: Czech Republic, Slovakia, Hungary, Croatia and Slovenia. We are also advising Takeda on corporate issues connected to the restructuring of their operations in CEE.
- **MSD IT Global Innovation Center:** Advising in connection with employment issues on a daily basis including among others preparation of employment contracts, assistance with the termination of employment contracts, the implementation of organizational changes, and review of several internal regulations.
- **Recordati:** Advising on the acquisition of assets (food supplement business) in the Czech & Slovak Republics from a Slovak company VULM SK by a Czech subsidiary Herbacos-Recordati.
- **Recordati:** Advising on the acquisition of Herbacos-Recordati, one of the largest pharmaceutical companies

in the Czech Republic.

- **MOL Group:** Advising on the acquisition of 125 Pap Oil petrol stations in the Czech Republic.
- **VALEO:** Assisting with a complex of legal and tax restructuring of its entities in the Czech Republic.
- **ESAB:** Advising on its group restructurings involving sale of business and complex corporate, commercial and labour-law issues.

Activities and Affiliations

Memberships

- Member of the Czech Bar Association since 2000

Prior and Present Employment

- Partner, Dentons (formerly Salans), Prague (2008 to date)
- Counsel, Salans, Prague (2004-2007)
- Associate, Salans, Prague (2003-2004)
- Associate, Altheimer & Gray, Prague (1996-2003)
- Paralegal, Altheimer & Gray, Prague (1993-1996)

Areas of focus

Practices

- Employment and Labor
- Employment Disputes
- Corporate Governance
- Corporate
- Mergers and Acquisitions
- Competition and Antitrust

Industry sectors

- Automotive
- Energy
- Life Sciences and Health Care
- Manufacturing
- Mining
- Pharmaceutical Companies
- Retail

Region

- Central and Eastern Europe

Education

- Charles University, 1996, Master of Laws

Languages

- Czech
- English