

Labour Dispute Resolution & Mediation

GOLTSBLAT | BLP

BLP BERWIN
LEIGHTON
PAISNER



A labour dispute today is not merely an employer/employee conflict. It is a separate aspect of efficient personnel management, including not only correct application of employment laws but also the relations between employer and employees in general, the company's image and how it positions itself on the labour market. Labour conflict resolution is becoming increasingly important for companies that see it as a top priority and seek to resolve labour disputes successfully, irrespective of the resources this might require for high-value and sensitive cases.

Many years of experience in providing advice and representing major foreign investors, multinational corporations and Russia's biggest employers on all employment matters enable **Goltsblat BLP** to produce industry-specific employment law solutions and offer its clients a unique labour dispute resolution and mediation service.

- A recognised team of employment and procedural law professionals
- Outstanding quality
- Tailor-made approach
- Prompt response
- A profound understanding of our clients' business and ability to find the best solution
- Ability to help the client, because we've done so often before

Our achievements

- More than **90%** of cases won in court
- More than **30** employees refused reinstatement
- More than **250** agreements made as a result of successful mediation of labour conflicts

Our experience

- Resolution of disputes with employees over the legality of their dismissal on various grounds (redundancy, gross violation of official duties, application of disciplinary sanctions, etc.)
- Resolution and mediation of disputes over salary, bonus or golden parachute payments and corporate pension schemes
- Acting for employers in disputes over the legality of changes in working conditions
- Resolution and mediation of labour disputes with top managers (competence, responsibility, termination of employment, etc.)
- Resolution and mediation of employment discrimination disputes
- Resolution and mediation of disputes over employer liability for harm caused by employees while discharging their duties, using company vehicles, etc.
- Resolution of disputes over reclassification of independent contractors as employees
- Contesting the actions of government authorities enforcing labour law compliance
- Resolution and mediation of disputes arising from trade union activities and the need to consider trade union opinions
- Resolution of disputes over damages payable by employees (material liability)
- Resolution of confidentiality disputes

Our services

- Assessment of labour dispute resolution prospects
- Analysis and development of a labour dispute resolution strategy
- Dispute mediation (out-of-court settlement)
- Litigations in all courts and at any stage of proceedings, including amicable settlements (negotiations, agreement on terms, etc.)
- Representation of companies and their officers before courts and other government authorities in administrative cases arising from violation of labour and occupational safety legislation
- Support for enforcement of court decisions and rulings
- Training events for companies to mitigate and avoid controversies. Development of preventive behaviour patterns for efficient HR functions

Some of our recent projects:

OAO MOSENERGO, SHEREMETIEVO INTERNATIONAL AIRPORT, MARS, KRONOSPAN, THOMSON REUTERS, ETC.

Successfully handled litigations over unjustified dismissal and reinstatement of employees for OAO Mosenergo, Sheremetievo International Airport, Mars, Kronospan, Thomson Reuters, Quattro Gemini and others.

XX CENTURY FOX, REDWOOD GROUP, YUM!, RAIFFASENBANK, DORMA, DEXIA BANK, WESTLB

Successfully mediated various labour conflicts for XX Century Fox, Redwood Group, Yum!, Raiffeisenbank, Dorma, Dexia Bank and WestLB.

MARS, KRONOSPAN, MERYLL LYNCH AND MC LOGISTICS

Provided comprehensive legal support to and acted for Mars, Kronospan, Meryll Lynch and MC Logistics during labour inspections, before immigration and prosecuting authorities.

RUSSIAN POWER-GENERATING COMPANY

Provided advice to a major Russian power-generating company on golden parachute payments to its top managers (for Synthesis Group/TGK-2). The project included assessment of potential litigation prospects and development of a litigation strategy.

ZAO WILD ORCHID

Participated in successful resolution of a labour dispute between ZAO Wild Orchid and one of its top managers. The project included development of an employment termination strategy, negotiating and finding the best dismissal scenario with a reduced golden parachute payment.

SAKHALIN ENERGY

Advised Sakhalin Energy in a major whistleblowing investigation project.

STS-MEDIA

Successfully mediated and resolved disputes with STS-Media employees in court.

SCHLUMBERGER

Provided advice to Schlumberger and participated in resolving mass disputes with employees over salary payments.

NIKE, DANONE

Provided legal support to Nike and Danone in resolving conflict situations concerning imposition of disciplinary sanctions.

NIKE, MARS

Defended Nike and Mars in disputes over reclassification of independent contractors as employees.

*According to **PLC Which Lawyer?** 2010 research, for Labour and Employee Benefits the Goltsblat BLP Employment, Pensions & Benefits Practice was ranked as "highly recommended" in Russia.*

“Market sources highlight the team’s strength on the litigation side.”

Chambers Europe

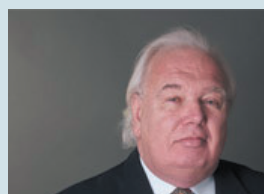
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