

Practice Group

# Employment



**Schellenberg**  
**Wittmer**

# Practice Group

The expertise of the Employment Law Group extends to the full range of all employment law matters including data protection, immigration and social security. Schellenberg Wittmer also has a strong reputation in employment litigation, employment law-related issues in international set-ups and in connection with international and domestic M&A transactions.

Our Employment Law Group consists of multilingual lawyers and currently includes four practitioners who hold the Certified Specialist SBA Labour Law title.

## Expertise

Schellenberg Wittmer's Employment Law Group has extensive experience in advising clients in all matters of employment and employment-related law. We offer advice and assistance to our clients, in particular, in the following areas:

- General advice in all employment law matters
- Due diligence and assistance in M&A operations
- Negotiation, drafting and review of employment contracts, termination agreements, personnel handbooks, staff policies (whistleblowing, harassment, expenses, etc.), and all contractual documents related to employment law matters

- Structuring of remuneration and bonus schemes, such as deferred compensation, employee participation (share or stock option plans, etc.) or other schemes
- Negotiations and settlements with employees and top managers
- Litigation cases (summary dismissals, bonuses, holiday pay claims, pension funds, expatriate employee issues, gender equality, data protection issues, harassment, breach of loyalty duty and competitive behaviour, employer liability, etc.)
- Investigations into suspected employee misconduct
- Assistance to companies in relocation of their business to Switzerland, relocation or secondment of key employees from/to various countries; immigration law issues, residence and work permits
- Assistance in restructuring of businesses, including preparation and implementation of redundancy programmes (individual or collective) with evaluation of mass dismissal procedures, etc.
- Social security issues
- Advice and litigation in all pension fund matters
- Legal advice on other miscellaneous topics (internship, validity of non-competition clauses, etc.)

## Deals and Cases

- Counsel to Cardinal Health concerning all benefits and employment issues in Switzerland related to the acquisition of the Cordis business and Medtronic's Patient Recovery Business (due diligence, new contractual documentation, pre-recruitment issues, transfer of contracts, etc)
- Counsel to a large pharmaceutical company selling an industrial plant with more than 100 employees and contingent workers impacted (transfer of employees, documentation, consultation, negotiation)
- Counsel to a large bank regarding a mass redundancy with a compulsory social plan (planning, advice, documentation, negotiation with the union)
- Counsel to financial institutions related

- to first generation outsourcings
- Counsel to a large private multinational industry group in a project concerning the establishment of a highly sophisticated set of Long-Term Incentive Plans (LTIPs) for senior executives, including drafting of the plan rules and their implementation
- Counsel to RAM Active Investments SA in its sale of shares to Mediobanca S.p.A, a major listed bank based in Milan. Schellenberg Wittmer assisted the client in the negotiation of the transaction documents in view of developing a strategic partnership with the purchaser. We also advised the client in dealing with the complex regulatory environment with the financial authorities (FINMA, CSSF, SEC, Bank of Italy and FCA) and helped to implement and adapt a CRD IV remuneration policy in Switzerland
- Representing a multinational in a high-profile labour court case initiated by a former employee claiming to be a whistleblower
- Counsel to an industrial company assisting in the resolution of disputes over golden parachutes following a change of control
- Investigation on behalf of a multinational trading company into allegations of discrimination and other misconduct

## Recognitions

The group and leading practitioners are highly ranked among leading law firms across international directories and publications:

- Chambers Europe in Employment
- Legal 500 in Employment
- Lexology Index Switzerland

“  
‘Top-notch’ practice.  
”

Lexology Index

## Contacts



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**Sara Rousselle-Ruffieux**  
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**Magdalena Heyder**  
Counsel Zurich



**Dr. Catherine Weniger**  
Counsel Geneva

“  
**The employment team  
at Schellenberg  
Wittmer is highly  
qualified and very  
experienced in labour  
law matters. The team  
members are very  
responsive and  
solution-oriented, with  
excellent quality  
services provided to  
clients.**

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Schellenberg Wittmer Ltd is your leading Swiss business law firm with more than 150 lawyers in Zurich and Geneva, and an office in Singapore. We take care of all your legal needs – transactions, advisory, disputes.



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