

Collective bargaining

- Advising on legal and commercial approach to pay negotiations.
- Reviewing and drafting CBAs.
- Advising on the legal enforceability of CBA terms, and how to change them.

Employee activism and business disruption

- Advising on potential defamation claims in respect of allegations made by unions/union representatives.
- Working with organisations and their communications advisers on protecting reputation, including devising media strategies and messaging.
- Supporting organisations with investor relations, customer and colleague communication, public statements, accounts and financial reporting.
- Advising organisations on potential claims for financial loss arising from business disruption.

Trade union recognition

- Advising organisations on responding to union recognition requests.
- Working with organisations and third party consultants on industrial relation strategies.



European Works Councils

- Advising on the applicability of EWC regulations to transnational businesses.
- Advising on EWC elections and drafting and negotiating EWC agreements
- Working with organisations on EWC consultation during business changes and M&A activity.

Industrial action and contingency planning

- Advising on the complex legal processes around industrial action
- Legal action against unions to challenge and prevent industrial action.
- Working with organisations on contingency planning to ensure business continuity.

International Collective Rights

- Advising on co-ordinated trade union and works council issues across EMEA and the globe.
- Advising on works council processes in the context of M&A activity.
- Responding to multi-jurisdictional demonstrations and cross border activism.



John Evason
Partner, London
+44 20 7919 1181
john.evason
@bakermckenzie.com



Monica Kurnatowska
Partner, London
+44 20 7919 1870
monica.kurnatowska
@bakermckenzie.com



Joanna Ludlam
Partner, London
+44 20 7919 1822
joanna.ludlam
@bakermckenzie.com



Jon Tuck
Partner, London
+44 20 7919 1706
jonathan.tuck
@bakermckenzie.com



Rich Cook
Senior Associate, London
+44 20 7919 1316
richard.cook
@bakermckenzie.com