

# Employment



Hannes Snellman's efficient and experienced employment team masters all aspects of employment law. We provide continuous practical support to large and medium-sized clients, both in domestic markets and across borders. Our services cover contractual matters and general employment law. We have significant experience in advising on employment matters in M&A, and in managing large restructuring and insolvency processes. Our comprehensive range of services also includes matters relating to data protection and incentive schemes. We also have a highly qualified dispute resolution practice, accomplished in resolving disputes through negotiations or, if necessary, through litigation.

HANNES SNELLMAN

## OUTSOURCING – A “TRANSFER OF BUSINESS” – OR SOMETHING ELSE?

- *We are planning to buy the maintenance service from Company X next year – what should we do with the employees?*

## HOW TO HIRE PEOPLE IN SWEDEN/FINLAND?

- *Do we need to pay overtime to the finance manager too?*
- *Can we agree on a non-competition obligation and do we have to pay for it?*
- *Can we also apply the group’s global incentive scheme in Sweden/Finland?*
- *Why should we be concerned about collective agreements?*

## ....AND HOW TO FIRE THEM?

- *We are closing down a warehouse in Sweden/Finland, which will cause a need for redundancies;*
- *Our sales director’s performance is not up to our expectations;*
- *Our local manager is bullying the whole team, except for two of his favourites;*
- *The technical specialist left the company with the trade secrets and is rumoured to be setting up his own business.*

## THINKING OF RESTRUCTURING

- *We need to consider restructuring, and insolvency is not ruled out, either. What options do we have?*

## IF YOU HAVE TO FIGHT, IT’S BETTER TO WIN

- *The police are calling and the bailiff arrives with the summons. Employment disputes can be difficult, demanding, and unpleasant. How to react and who can help protect the company’s interests?*
- *Hannes Snellman represents employers in court, in arbitration and before different authorities.*

If any of these or other similar employment related issues are on your agenda, we will be pleased to assist you.

## CONTACTS



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