



KYRIAKIDES GEORGOPOULOS
Law Firm

Employment, Pensions, Benefits and Data Protection Practice





Kyriakides Georgopoulos (KG) Law Firm dates back to the 1930s and is one of Greece's oldest and most reputable law firms. KG Law Firm is comprised of over 100 highly skilled professionals actively involved in the provision of legal services to high profile Greek and international clients from our Athens and Thessaloniki Offices.

The multidisciplinary teams of lawyers are efficient in working closely with clients and in ascertaining innovative and practical solutions to complex problems. The successful handling of our clients' affairs is attributed to our professionalism, efficiency and expertise, qualities that our firm constantly seeks to promote.

The **KG Law Firm Employment, Pensions, Benefits and Data Protection Practice** is a leader in the field of employment, social security and data protection law, as reflected in the growth path of the firm over the past decades.

Due to our solid track record and reputation of high professional standards, efficiency and expertise, we are continuously rated as a top tier practice by the most prestigious international directories, such as Chambers & Partners Europe and Chambers & Partners Global, IFLR1000 and Legal 500. Our team "is recognised for top quality service, in-depth legal support, management orientated and beneficial-focused solutions, responsiveness and dedication. Clients value its proactive approach and inventive legal structures in complex cases" (Chambers & Partners Global 2015).

Our commitment in maintaining this recognition from our clients is our top priority and is achieved by continuing to offer high quality services tailored to the specific needs of our clients.

Our Employment, Pensions, Benefits and Data Protection Practice consists of seven (7) lawyers dedicated in working exclusively on employment law related projects covering the entire spectrum of employment law.

KG Law Firm is a founding member of **South East Europe (SEE) Legal Group**, a regional alliance of 10 leading independent law firms covering 12 jurisdictions in South East Europe. Working together on cross border transactions, the group is the largest legal force in South East Europe numbering over 450 lawyers, organized in cross-jurisdictional practice groups. Each of the firms has been ranked as leading firm in its jurisdiction and with presence in capital cities and a number of satellite offices.

>Employment Law Alliance (ELA) Membership

As the Greek member firm of the Employment Law Alliance (ELA) legal network, we have access, when needed, to employment law specialists in over 135 countries.

The Employment Law Alliance (ELA) is the world's largest network of labor and employment lawyers. With leading employment, labor and immigration attorneys in more than 140 countries, all 50 U.S. states and each Canadian province, the ELA provides multi-state and multi-national companies seamless and cost-effective services worldwide. International businesses benefit from the ELA's reach and deep familiarity with both the local laws and the local courts. Clients also appreciate a single point of contact, consolidated invoicing and regional billing rates.

ELA membership is driven by quality – both as professionals and individuals. Firms are invited to become ELA members only after a rigorous due-diligence process, including consultation with experienced in-house counsel, judges, current members, and industry leaders. ELA leadership works hard to maintain a network of legal practitioners who are not just knowledgeable, but also genuinely dedicated to exceptional client service. In a time of too many uncertainties, ELA lawyers consistently provide efficient, effective and timely counsel - 24 hours a day, seven days a week, right where they are needed.

> Employment, Pensions, Benefits and Data Protection Practice Overview

Our Employment, Pensions, Benefits and Data Protection Practice focuses on:

■ Employer counselling

Legal advice and support to clients on all employment related issues from recruitment to termination, including employment agreements, independent contractor/services agreements, wage and working hours issues, outsourcing and other flexible working arrangements, restrictive covenants, employment policies and handbooks, disciplinary proceedings, workplace investigations, discrimination issues, international assignments;

■ Employee compensation and benefits

Advice on all kind of employee benefit schemes, including executive compensation schemes, bonus plans, pension plans, stock option and other equity-based compensation plans;

■ Individual and collective redundancies

Advice and support on any issue related to individual or collective redundancies, guiding clients including planning and implementation of the redundancy procedure, drafting all required termination/consultation documentation, representation of clients in consultation procedures either with trade unions or with the Ministry of Labour, drafting voluntary exit plans;

■ Restructurings and other employment cost-cutting projects

Counselling and advice on employment aspects of major business transactions or other restructuring projects, such as mergers and acquisitions, spin-offs and divestitures, post-acquisition integrations, etc., focusing on the business needs of each client and providing proactive solutions in order to ensure the successful implementation of the project.

■ Labour relations

Advice and support in complex collective bargaining or industrial disputes, strikes or other unionizing activities and representation of clients before all competent bodies and authorities (e.g. Labour and Social Security Authorities, Organization for Mediation and Arbitration, various professional associations, etc.).

■ Employment litigation

Employers' representation and defence before all competent courts in a wide range of employment claims, individual or collective, civil or criminal.

■ Social Security

Assistance on all social security related aspects of the employment relationship and representation of clients before the competent social security authorities and committees.

■ Data privacy

Practical legal advice on various data protection issues, drafting data privacy policies, implementing hotlines, drafting and submitting all required notifications to the Data Protection Authority, implementing whistleblowing schemes and employees hotlines, representing clients before the Data Protection Authority Committee.

■ Corporate immigration

Advice on international mobility issues (secondments, assignments etc) including obtaining residence and work permits, social security exemptions, expats related issues.

In addition, our employment team provides clients regularly information and update on all important legal developments either through e-mail alerts and newsletters or through network trainings, briefings and other similar events.

> Recent Work Highlights

Our team has been actively involved in complex and innovative transactions and leading legal cases on the employment field of law acting for local and international clients.

Recent work highlights indicatively include the following:

Collective Dismissals

■ Representing a large paper mill company in various court proceedings regarding collective dismissals and claims for salaries dues, severance payments etc.

■ Advising a leading integrated steel and mining company on a collective dismissals issue. Handling of all legal issues related to the redundancies procedure, exit plan, employees negotiations, as well as the procedure before the Ministry of Labour.

Industrial Relations / Unionizing Activities

■ Counselling and continuous legal support to Greece's largest producer and distributor of beverages, in relation to multiple restructuring projects, including the closing down of the distribution function in Thessaloniki, as well as daily legal support on all employment related issues. Close support of client in every phase of such projects and successfully representing same before competent courts and public authorities in ensuing litigations, including annulment of strikes and dismissal of redundant employees claims on the invalidity of their terminations.

■ Advice in the conclusion of multiple company level collective bargaining agreements with the company's unions.

Restructurings / Workforce reductions

■ Acted as legal advisor to the liquidator of First Business Bank.

■ Acted as the Greek legal advisors to a large pharmaceutical company in relation to all employment aspects arising out of the the sale of part of its business and the acquisition of new businesses.



- Acted as the Greek legal advisors of a leading multinational coffee company on all employment aspects of various complex transactions aiming to combine its coffee business with another company's coffee portfolio in order to create a new pure-play coffee company.
- Provided legal support and advice to a leading multinational company in the food and beverage sector in relation to the closing down of its franchising activities in Greece.
- Advised a leading multinational pharmaceutical on all required legal actions pertaining to its merger with another legal entity, whether these actions concerned transfer of undertaking rules, redundancies due to restructuring and data protection related issues.
- Advised a large multinational transportation company on the corporate, employment and tax aspects of the closing down of its Greek affiliate operations, the transfer of part of its activities to another entity, as well as the outsourcing of the rest of its business activity to a third party contractor.
- Advised a leading music industry company on a restructuring project of its Greek affiliate, which resulted in redundancies.

Litigation

- Successfully represented Greece's largest producer and distributor of beverages before competent courts and public authorities in litigations related to multiple restructuring projects, including annulment of Union's strikes and dismissals of the redundant employees claims on the invalidity of their terminations.

- Represented a large bottling company in a class action claim related to unfair dismissals, as well as various employee claims related to overtimes etc.
- Represented a large pharmaceutical multinational in a litigation case with a former senior executive of the company on a claim related to the company's share plan.
- Successfully represented a leading US IT corporation in a long standing litigation before both civil and criminal courts on an unfair dismissal claim of a pregnant employee.
- In the framework of the First Business Bank's liquidation, handled all employment legal issues related to the liquidation procedure, such as employees' terminations, procedures before all public authorities (social security, etc.) closing down of the Bank's branches and representation of the liquidator on the 244 employees' claims and objections submitted for recognition of their dues.
- Represented a leading hotel in various significant litigations cases with its employees, relating to unfair dismissal claims, discrimination, overtime claims etc.

> Latest Contributions / Publications

KG Law Firm Employment, Pensions, Benefits and Data Protection Practice has contributed to numerous accredited publications, such as:

- Wolters Kluwer "Social Media and Employment Law" Chapter on Greece (2015)
- Global Legal Group (GLG), The International Comparative Legal Guide to: Corporate Immigration (2014 and 2015)
- Law Business Research, The Employment Law Review (currently Sixth Edition)
- Global Legal Group (GLG), The International Comparative Legal Guide to: Employment & Labour Law (2012 and 2013)
- Berwin Leighton Paisner, Global Employment Law Newsletter, Winter 2013
- Freshfields Bruckhaus Deringer LLP, Labour market reforms tracker, 2015
- Data Protection Laws of the World: A Data Protection Handbook by DLA Pipe (www.dlapiperdataprotection.com)

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