

---

## CMS Poland employment team

---

We handle legal problems and provide business solutions

### Key facts

- 10 employment lawyers
- Vast experience and local expertise
- Multi-jurisdictional capabilities, including CEE
- Sector-focused expertise

### What we can do for you

- Recruitment and terminations
- Reorganisations & redundancies
- Transfer of undertaking
- Trade unions
- Internal investigations
- Pension schemes
- Compensation & benefits in financial sector
- Employment advice in corporate transactions
- Employee mobility & immigration
- Employment litigation
- HR documentation

### Rankings and recognitions

#### Legal 500 2019

- Top employment practice in Poland (Band 1)
- Katarzyna Dulewicz - a leading individual in Poland (Band 1) and listed in Hall of Fame

#### Chambers 2019

- Recommended employment practice in Poland
- Katarzyna Dulewicz - a leading individual in Poland (Band 1)

### What we offer

- Flexible fee structures
- Business style legal advice
- Support of our tax, corporate and regulatory lawyers
- Free online legal updates (Law-Now)
- Feedback opportunities
- Tailor-made trainings and seminars



The lawyers are very useful, practical, quick and sufficient. The whole team is very helpful and I like how the lawyers work; they are effective with a serious approach to problems and a very quick response to issues raised."

*Chambers Europe*



## Highlights of our experience

### Trade unions / Works councils

Advised on establishment of European works councils, prepared international strategies on handling labour relations in an organisation and helped in negotiations with trade unions and their officials on employee guarantee packs and other social benefits in relation to privatisation.

### Compensation & benefits

Implemented regulations on company social benefit funds, assisting in negotiations in a collective dispute regarding the extension of a compensation and benefits scheme resulting from a collective bargaining agreement.

### Corporate employment including M&A and TUPE

Advised on employment law matters relating to cross-border mergers and acquisitions, transfers of ownership of undertaking, transfers of employees and strategic planning with different employment structures, including shared employment and the leasing of employees.

### Internal investigations

Advised clients on contentious employment matters including bullying & harassment cases which require delicate handling.

### Group redundancies and individual terminations

We are highly experienced in separating with key employees and executive staff. We also smoothly handle massive layoffs.

### Expat Desk & immigration

We support in immigration cases including expat transfers and secondments, and their social insurance.

### Discrimination & bullying

Handled discrimination claims which are regularly used by employees to bring pressure on employers. These cases require a sensitive approach and extensive legal experience.

### Health & safety policy (BHP)

Advised on health and safety policy in relation to launching a new fulfilment centre and factory in Poland.

### Sector-focused expertise

We specialise in the following sectors: Banking & Finance, Energy, Lifesciences, TMT and Consumer Products.

## Get in touch



**Katarzyna Dulewicz**

Partner, Head of CEE Employment

T +48 22 520 5519

E [katarzyna.dulewicz@cms-cmno.com](mailto:katarzyna.dulewicz@cms-cmno.com)



Katarzyna Dulewicz

