



OUR
**EMPLOYMENT,
COMPENSATIONS
& BENEFITS**
PRACTICE



RIGHT BY YOU
IN LUXEMBOURG

PRACTICE OVERVIEW

Our pragmatic and result-oriented approach enables us to deliver advice to our clients active in a wide variety of industries.

We can support you on:

- Employment policies and procedures
- Employment contracts
- Employment termination and settlement agreements
- Information/consultation procedures
- Restructuring measures and transfer of undertakings
- Negotiation with employees, representatives and trade unions
- Collective bargaining agreements
- Social plans
- Schemes or alternative forms of remuneration such as share option plans, employee participation schemes
- Supplementary pension plans

Furthermore, our professionals have extensive experience in litigation. They represent employers in court in all kind of litigation including claims for unfair dismissal, discrimination claims, and enforcement of non-competition covenants.

Areas of Expertise

BSP team supports clients on key activities such as:

- Drafting of employment contracts for senior executives including service agreements for corporate mandate holders, Global Employment Contracts, non-compete covenants and post-termination provisions and restrictions

- Termination processes: dismissals, settlement agreements and individual / collective redundancy exercises
- Cross-border employment law issues in the context of the transfer of undertakings and posting of employees, as well as corporate re-organisations, restructurings, insolvency events, rationalisation measures, collective redundancies and human resources outsourcing (HRO) arrangements
- Assisting clients in their interaction with employees' representation bodies
- Drafting and implementation of internal policies involving data protection and privacy issues as well as whistleblowing systems and background checks
- Temporary lending of workforce
- Structuring schemes or alternative forms of remuneration
- Discrimination issues
- Assistance in investigations

BSP employment, compensations & benefits team put in place "hotlines" for a number of clients to provide day-to-day HR support and assuring a constant and direct contact by telephone or email at any time.

In addition to our advisory strength, our team has expertise in contentious matters assisting clients through all aspects of the litigation process. Our lawyers also represent clients in arbitrations, mediations and other alternative dispute resolution proceedings.

Our local strength is recognised by global market leaders in different areas having a deep experience with companies acting in, amongst others, IT, retail, financial services, life sciences, transport, advertising and building technologies.

WHAT OTHERS SAY

"The "approachable and responsive" six-strong team at BSP provides "practical advice" to employers, on everything from day-to-day HR assistance, through to larger-scale mandates, including collective bargaining and advice on termination processes. Team head Anne Morel provides "responsive and succinct advice", including on many matters with an international dimension."

The Legal 500

"Clients praise the team for being "experienced, responsive and flexible". Another emphasises their "quality and detailed advice". Notable practitioners: Anne Morel is commended by clients for her customer-centred style, one describing her as "very responsive and pragmatic". She advises on a range of employment files, with a caseload featuring collective dismissals, data protection issues and litigious matters."

Chambers & Partners

TEAM

Led by Anne Morel, our well-established and renowned employment, compensations & benefits team, composed of highly skilled lawyers with extensive knowledge of Luxembourg law and significant experience in the field, provides advice of the highest standard to our domestic and international clients. Right by you in Luxembourg.



Anne Morel amorel@bsp.lu

Partner | *Avocat à la Cour*

Anne has developed a practice advising clients on the full range of employment-related matters. She assists clients to plan and manage defined HR projects, notably in multi-jurisdictional environment. Her practice is primarily employer-focused. Anne has sealed her reputation as a leading labour and employment lawyer advising major companies in high-stakes employment cases such as corporate restructurings, transfers of undertaking, individual and collective redundancies and human resources outsourcing (HRO) arrangements. She very often operates in immigration issues, drafting employment contracts and staff handbooks and advises on remuneration packages, restrictive covenants, severance negotiations and settlement agreements.

Anne also focuses on labour law litigation and is a member of the different associations such Elsa, Eela and IBA. Last but not least, Anne has extensive litigation and counselling experience in a variety of general commercial matters, some of which related to commercial contracts, trade secret, unfair competition, distribution rights, intellectual property and regulatory matters.



Hervé Michel hmichel@bsp.lu

Senior Counsel | *Avocat à la Cour*

Hervé has over two decades of advisory and litigation experience encompassing a wide range of disputes that arise in the course of business and commerce including: termination of commercial relations, contractual liability, breach of contracts and unfair competition. Hervé's expertise also extends to providing advice to Luxembourg companies on all aspects of labour law. He has substantial experience in advising clients on a wide range of social law matters pertaining to drafting of employment contracts, termination, negotiation with employees representation bodies and more generally daily HR issues. He has also acted in a variety of significant employment litigation matters.



Harmonie Méraud hmeraud@bsp.lu

Senior Associate | *Avocat à la Cour*

Harmonie regularly advises international and domestic clients in all aspects of Luxembourg employment law, including specially drafting of complex employment contracts, Global Employment Contracts, service agreements, settlement agreements and advising on individual dismissal procedures. Harmonie also regularly assists clients in implementing internal policies/codes of ethics and in data protection issues in particular supervision of employees at the workplace.

Before joining BSP, Harmonie worked for several years as a lawyer specialized in corporate law in two major Luxembourg law firms. She therefore also has a strong background in corporate law as she has advised clients in mergers and acquisitions, joint ventures, structuring international transactions.



Pauline Wirtzler pwirtzler@bsp.lu

Senior Associate | *Avocat à la Cour*

Pauline assists international clients in daily HR matters, drafting employment contracts and policies, employment litigation as well as social security issues. She is regularly involved in collective redundancies, restructuring and reorganisation exercises as well as transfer/secondment operations. Pauline is also specialised in immigration law and assists multinationals in a wide range of immigration aspects. She handles in particular business immigration and visa applications for clients.

ABOUT BSP

BSP is an independent full-service law firm based in Luxembourg.

We are committed to providing the very best legal services to our domestic and international clients in all aspects of Luxembourg business law.

Talented and multilingual, our teams of lawyers work alongside our clients to help them reach their objectives and support them with tailor-made legal advice, creating in the process professional relationships based on mutual trust and respect.

Building on the synergy of our different professional experiences and the richness of our diverse cultural background, we stand ready to meet our clients' legal needs, no matter how challenging they are.

For more information please browse through our site bsp.lu or contact us at mail@bsp.lu.

Our practice areas include:

AML Compliance | Bank Lending, Structured Finance & Securitisation | Banking & Financial Services | Capital Markets | Corporate and M&A | Data Protection & Privacy | Dispute Resolution | Employment, Compensations & Benefits | Insolvency & Restructuring | Intellectual Property & General Commercial | Investment Management | Private Equity | Private Wealth & Business Planning | Real Estate & Construction | Startup & Fintech | Tax

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