





# Employment



*Vinge is one of the largest law firms in Scandinavia, offering a full range of commercial legal services. Vinge is a member of the Scandinavian Law Alliance together with Kromann Reumert in Denmark and Thommessen Krefting Greve Lund in Norway. Vinge's offices are located in Stockholm, Gothenburg, Malmö and Helsingborg, as well as in London, Paris, Brussels, Hong Kong and Shanghai.*

## Organisation

The business volume of Vinge's Employment Law Group has grown significantly over the past five years and the Group is now one of the largest employment law practices in Sweden. Today, the Group consists of around 18 lawyers working out of our offices in Stockholm (10 lawyers), Gothenburg, Malmö and Helsingborg. The head of the Group is Björn Lindskog, who is partner in Vinge's Stockholm office.

In addition to our in-house resources, Vinge's Employment Law Group has access to a network of highly qualified employment lawyers around the world. In Scandinavia we co-operate closely with our employment law colleagues at law firms Kromann Reumert in Denmark, and Thommessen Krefting Greve Lund in Norway, within the framework of the Scandinavian Law Alliance.

## Focus of our Practice

Vinge's Employment Law Group offers qualified employment law advice to national and international employers conducting business in Sweden. Being part of a large commercial law firm, the lawyers of the Group have experience from other fields of law besides that of employment, thus enabling us to always consider the clients' entire commercial situation and business reality in providing our advice.

In M&A-transactions, employment law issues are often of great significance, most notably regarding the transfer of employees, trade union consultations, the protection of intellectual property rights, and restrictive covenants. The Employment Law Group plays an integral role in any complex or major M&A-transaction handled by Vinge. Usually, the Group takes part already in the initial strategic discussions regarding a transaction, which makes it possible to structure the deal in the most efficient way with regard to employment issues.

Vinge's Employment Law Group also provides competent representation in employment law related negotiations and disputes, including litigation. In addition, the Group offers legal advice and strategic guidance to employers on all other aspects of Swedish employment law, such as issues related to

- benefits (including various incentive programs)
- pension and insurance
- employee loyalty, non-competition and confidentiality
- workplace environment
- hires or dismissals of employees
- re-organisations, company restructuring and redundancies

## Clients

The lawyers of Vinge's Employment Law Group have broad experience in advising large as well as small and medium-sized national and international employers. Because of our relative size and the constant variety of our assignments, Vinge's Employment Law Group is always able to put together a skilled team for the task at hand, whether involving a client with a majority of blue-collar workers, or a company with only white-collar workers where the main asset of the company is the experience and knowledge of the employees. Collective bargaining agreements, regulating both the terms and conditions of employment and the obligation to consult with the unions on various issues, are widely used in Swedish industry. Several members of our Group have extensive experience in negotiating and applying collective bargaining agreements and are highly skilled in assisting the client to adapt national collective bargaining agreements to the specific situation of the company.

## External Engagements

Members of Vinge's Employment Law Group have held prominent positions in employers' organisations, which has provided broad experience and a useful network within the field. Our lawyers also frequently give speeches and participate in employment law conferences and seminars.

## For further information, please contact

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