



“ The team does everything to achieve the best possible result for the client.

Chambers Europe

- Advising companies' HR management on complicated labor law issues
- Drawing up model and individual labor contracts
- Personnel audits
- Developing a full package of internal documents and regulations, including in-house manuals
- Cooperation with Federal labor inspectorate and law-enforcement authorities on labor rights protection
- Company's representation in labor disputes with management
- Full range of legal services concerning details of employment, agency, promoter, sponsor, advertising and other types of contracts for sports players, sports clubs, coaches and sponsors
- Legal consultations for clients during negotiation with counterparties, sports federations, sponsors, TV-channels and other mass media outlets or advertising agencies with respect to contracts to be signed including concerning planning of or participation in the sports competitions in Russia and internationally
- Participation in pretrial settlement negotiation
- Representation of clients in specialized Russian or international sports courts/courts of arbitration or sports disciplinary/anti-doping committees/commissions
- Disputes with trade unions
- Disputes resolution on golden parachute payments issues
- Representation of companies and individuals in Russian Courts

Team



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Infographic



How to employ
a foreign individual in Russia
www.kiap.com/4expats



› Litigation

Successful settlement of labor disputes involving a major clothes manufacturer and its employees, who had been dismissed due to the employer's decision and under redundancy procedures. In addition, further representation of the client in court concerning allegations of using leverage over an employee resulting in dismissal.

Successful representation of a major international trading company in a dispute challenging the dismissal of an employee on the grounds of discrimination and coercion. As the result, employee's claim was rejected by the court.

Representation of an international company in a dispute with one of the senior regional managers. The dispute was settled amicably, with no compensation deducted from the client. The dispute was related to dismissal due to the loss of confidence in the employee.

› Consulting

Consulting on employment and labor law issues for Quantel, HBI, Cambridge University Press and other major international clients of KIAP, which operate in Russia, including drafting of employment contracts, and assistance in hiring of highly qualified specialists.

Drafting of legal opinions for Panalpina Group, Yokogawa and Metro Cash & Carry on various employment matters, including those on available grounds and procedure for disciplinary and criminal action against employees under the Russian legislation, in relations between employer and employees who have children under 3 years old and consulting on the issue of establishment of different working hours for employees.



PROJECTS

› Interaction with government bodies and trade unions

Assistance during examinations initiated by the State Labor Inspection for companies including Hansa and Global Jet.

Assistance for Russian companies in relations with trade unions during examinations initiated by trade unions.

› Consulting on the dismissal procedure

Advising on complex procedures relating to dismissals of employees and senior managers of international and Russian companies, including JDA, Qliktech, Quantel and Global Jet.

Assistance on redundancy procedures for Russian and international companies.

› Sports law

Representation of two foreign hockey players who appeared for a Junior Hockey League club in a claim for the recovery of wages and severance pay. That was the Firm's first case to be heard by the Disciplinary Committee of the Kontinental Hockey League.