



## Dr. André Reinhard

Dr. André Reinhard (Counsel) is a certified expert attorney for labour law and advises national and international companies as well as senior managers in all areas of individual and collective labour law, including the representation in disputes before labour courts up to the *Bundesarbeitsgericht* (German federal labour court). He has broad experience in the restructuring of companies (especially negotiations on the reconciliation of interests and social plans) and the drafting of company works agreements. Furthermore, Dr. Reinhard specializes in the field of data security issues regarding employees and possesses many years of experience in the field of labour law compliance. In addition, he focuses on the labour law aspects of M&A transactions. As a mediator, he also conducts business mediation proceedings for alternative dispute resolution.

### Fields of Expertise

Labour law  
Restructuring  
Litigation  
Employment-Related Data Security  
Employment-Related Compliance  
Business Mediation

### Education

University of Heidelberg  
Institute for Mediation of Heidelberg



## ADDRESS

Dr. André Reinhard

## Mannheim

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## MATTERS

- ApoCell Europe GmbH: Guidance with respect to all labour law issues in connection with the formation of the European branch as well as matters regarding the managing directors
- Bilfinger group: Legal representation in disputes before labour courts, advise in matters regarding individual and collective rights as well as restructurings and the closing of branches
- EXA AG: Advice regarding all employment-related issues, including matters regarding the managing board
- FLIR group: Advice and representation in disputes before labour courts as well as negotiations on the reconciliation of interests and social plans in connection with the closure of FLIR Radiation GmbH
- Freudenberg group: Advice and representation in negotiations on social plans in connection with restructuring and relocation projects (inter alia restructuring/rationalization and outsourcing of the interlining division of Freudenberg Vliesstoffe SE & Co. KG; restructuring of the education centre of Freudenberg Service SE & Co. KG; supervision of the acquisition and the integration of the interlining sector of Hänsel Textil GmbH; restructuring of the Weinheim branch of Freudenberg Sealing Technologies SE & Co. KG due to a relocation of the production plant) as well as representation in disputes before labour courts
- Klinikum Mannheim GmbH: General labour law advice and representation in disputes before labour courts
- Neapco Europe GmbH: Advice regarding the takeover of Tedrive and general labour law advice
- Medline Industries Inc.: Labour law advice in connection with the acquisition of the division for "International Surgical Products" from Carefusion Corporation
- Rhenus Logistics Mannheim GmbH & Co. KG: Advice and representation in connection with the restructuring of the Mannheim branch, including negotiations on the reconciliation of interests and social plans with the works council
- Drafting of compensation systems as well as all kinds of employment and service contracts
- Advice regarding employment-related data security and labour law compliance
- Drafting of working time models
- Advice and representation of senior managers in all matters regarding employment-related issues

## PUBLICATIONS

- Pflicht zur Arbeitszeiterfassung und Arbeit 4.0 - Wird die Flexibilität abgeschafft oder unbezahlbar? NZA 2019, 1313 et. seqq.
- Ausgestaltung einer Betriebsvereinbarung zur Videoüberwachung, SPA 2019, 173 et. seqq.
- Beck'sche Online-Formulare IT- und Datenrecht (Hrsg. mit Thomas Nägele und Simon Apel) Coauthor
- Mitbestimmungsrechte des Betriebsrats bei der Implementierung von Unternehmens-, insbesondere Verhaltensrichtlinien, NZA 2016, p. 1233 et seqq.
- Commentary on BAG verdict of 10 December 2013 on the permanent employment of temporary agency workers, in: Börsenzeitung (December 14, 2013)
- "Interner Datenschutzbeauftragter im Konzern – Bestellung, Widerruf und Kündigung", NZA 2013, p. 1049 et seqq.
- "Gesamtbetriebsrat und Gesamtbetriebsvereinbarungen nach Umstrukturierung", Frankfurt 2011

## MISCELLANEOUS

- Certified expert attorney in the field of labour law
- Certified mediator (University of Heidelberg)
- Member of Forum for expert attorneys in the field of labour law (FFA)
- Member of German and Mannheimer Lawyers Association
- Lecturer for „Forum Institut für Management“

## LANGUAGES

- German
- English