

Representative Legal Matters

Anna Pavlova

- Advised major multinational clients on different issues related to labor law, including mass redundancy procedure and transfer of employees to different localities.
- Drafted and reviewed employment agreements for different categories of employees, including the CEOs and foreign nationals.
- Advised major multinational clients on the implementation of global policies and adjusting the policies to Russian law requirements.
- Drafted and reviewed internal corporate rules and policies, job descriptions as well as other employment-related documents required under Russian law.
- Advised clients on termination of employment, including the termination of the CEOs and employees belonging to protected categories, and prepared and reviewed various employment termination documents.
- Advised major Russian and international companies on restructuring of employment, staff redundancy and imposition of disciplinary sanctions.
- Advised major multinational and Russian companies on various issues related to employment and termination of foreign nationals, prepared various schemes of foreign force involvement for work in Russia, including obtaining of relevant migration documents.
- Advised major multinational and Russian companies on various issues of migration legislation, including the issues related to the notification of double citizenship, permanent and temporary residence in Russia, obtaining of Russian citizenship and the relinquishment of Russian citizenship.
- Successful resolving of complicated migration cases which could entail the deportation of foreign national general directors.
- Advised a major international company on migration and employment issues related to structuring of the joint venture with a major Russian company.
- Participated in various due diligence matters with regard to migration and employment law issues.
- Represented multinational clients in connection with inquiries of the migration authorities and State Labor Inspectorates.

Baker McKenzie.

- Advised Russian and international companies on the use of distance work and transfer of employees to distant work; prepared the necessary documents required to formalize the distance work.
- Advised major multinational clients on issues connected with remuneration and bonuses payment, including the structuring of remuneration system and compensation for work in different conditions; prepared local normative acts on remuneration, compensation and motivation of employees, and advised on issues related to granting the benefits to employees.
- Advised Russian and international companies on various social partnership issues, including the refusals to join industry accords, review of collective bargaining agreements and other issues.