

Representative Legal Matters

Georgy Mzhavanadze

- Advised client on applicable options for termination of employment with a number of employees involved in compliance violations revealed during global investigation. Successfully represented client and prevailed in a highly important and precedent case on dismissal of distant employees for compliance violations.
- Advised VF, a worldwide apparel and footwear company, on internal restructuring, change of employees' scope of work and subsequent termination of employment. Advised the client on various issues related to bonus payment to a terminated employee.
- Advised a multinational luxury jewelry and specialty retailer on applying disciplinary measures against the employee who violated the company's conflict of interest policy.
- Represented a large pharmaceutical company in a court dispute with an employee, who falls under a category of employees protected from dismissal due to staff redundancy, due to organizational changes in the company.
- Represented Whirlpool, a manufacturer of home appliances, in a dispute initiated by a former head of legal who was made redundant.
- Successfully represented a large nonprofit religious organization in an employment dispute with an individual entrepreneur who has been providing various technical services to client for almost 10 years.
- Advised a manufacturer of home appliances in negotiations with a top manager, who violated company's conflict of interest policy.
- Represented a large pharmaceutical company in an employment dispute with a former employee claiming reinstatement at work.
- Represented a large multinational bank in a court dispute with an employee, who claimed that the employer has treated him unfairly and forced him to resign.
- Advised a batteries manufacturer on forming a strategy for disciplinary dismissal of a poorly performing employee protected from termination due to staff redundancy, who created a nominal trade union in order to complicate his dismissal.
- Represented a pharmaceutical company in a complicated dispute on compensation of moral damages and harm to health caused as a result of a car accident with the company's employee.

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- Consultation for a British pharmaceutical company in a complicated termination of a poor performing employee protected from redundancy. Developing a set of various labor documents to formalize the work process of the employee and his termination.
- Represented a client in a discrimination case initiated by acting employee of the company.
- Advised on various labor and migration issues, including building a disciplinary case against an employee and visa and work permit support for top managers of the company. Ongoing advice on complicated labor law issues related to restructuring and merger of companies, implementation of global anti-bribery and on issues of potential discrimination and violation of an “equal pay” principle and options to mitigate possible risks.
- Advised a multinational engineering and construction firm on a broad scope of Russian law issues (benefits to employees working in the Far North regions, compensation to employees working on hourly rates for non-working days of public holidays, etc.) in connection with potential discrimination claim arising out of specifics of the client’s compensation rate calculation.
- Represented a pharmaceutical company in employment litigation initiated by a former employee who organized a primary trade union and became its chairman. The employee argued that his dismissal via staff redundancy was illegal, since the employer had not obtained the higher trade union’s consent for his termination. The labor dispute ended in favor of the employer.
- Consultation for a global payments technology company in a complicated case of a poor performing lawyer, who is legally protected from redundancy.
- Advised a multinational network infrastructure provider on a resolution of a potential dispute with the employees over compensation for currency depreciation.
- Provided legal services to a pharmaceutical company in connection with following projects: (1) represented the client in two court disputes with its former employees, who claimed reinstatement at work; (2) protecting Client's interests at administrative audit by Moscow City Labour Inspectorate.
- Ongoing advice for the client on employment issues, holding successful termination discussions with top managers and conducting internal HR audit.
- Successfully represented major IT companies in a number of disputes with its former employees where employees claimed reinstatement at work as their termination was illegal.
- Successfully represented a major pharmaceutical company in a number of disputes with its former employees where employees claimed reinstatement at work, payment of a bonus and for deduction from their salaries to be declared illegal, and regarding payment of regional premium rates and other compensations for the whole employment period of an employee.

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- Successfully represented a major company in disputes with its former employee (medical representative working distantly), who appeal against disciplinary sanctions, imposed for failure to participate in business meetings.
- Successfully represented a major pharmaceutical company in a court dispute against the State Labour Inspectorate.
- Successfully represented a major international bank in a dispute with its top-manager who claimed reinstatement at work.
- Advised clients on restructuring of employment with employees who belong to a protected categories of employees. The projects involve transfer of the employees to new department, reduce of the employees working hours and salary.
- Advised a major automotive company on a closure of its plants in Russia.
- Advised clients on issues connected with use of corporate credit cards and employees' financial liability.
- Prepared collective bargaining agreements for a number of companies.
- Advised major Russian and international companies in connection with collective bargaining negotiations, refusal to join industry accord and other labor law issues related to collective bargaining and trade unions.
- Participated in due diligence procedures for M&A transactions.
- Advised a wide range of IT, pharmaceutical and other companies with regards to the changes to the Russian data protection legislation requiring companies to store personal data of the Russian citizens in Russia.
- Advised a major automotive company on various compliance and anti-bribery issues.