

METTE KLINGSTEN
ADVOKATFIRMA

*Employee
organizations and
pension funds as
employers*



Employee organizations and pension funds as employers

A lot of employee organizations and member-owned pension funds are not member of an employer organization. The lawyers are accustomed to advise members, but the management need external assistance in order to fulfill their own role as employers. Mette Klingsten has years of experience in providing assistance to the management and HR departments in professional organizations, pension funds, unemployment funds, etc.

We advise on all aspects of labor and employment law at specialist level and have broad industry knowledge. We have an eye for effective and solution-oriented advice and we bring cases before arbitration, in the Labour Court and before the ordinary courts. We are a specialist office and rarely have conflict of interest. We have cooperation agreements with other consultants on subjects such as procurement law, tenancy law, intellectual property law, IT contracts and EU law.

Among other things we provide assistance and advice to management and HR departments:

- Update of the organization's employment law standard documents
- Individual denunciations including the conclusion of severance agreements
- Major restructuring with the loss of jobs and changing conditions
- Negotiation and interpretation of collective bargaining agreements in the organization
- Bonus agreements adapted to the organization's objectives and framework conditions
- Questions about work- and technology agreements etc.
- Employees' legal position in outsourcing services and mergers
- Training of own HR department with the opportunity to participate in workshops
- Questions about psychological work and management of long-term illness
- Preparation of internal CSR policies

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