

TRENCH ROSSI WATANABE ASSISTS ITS CLIENTS IN KEEPING THEIR BUSINESS COMPETITIVE THROUGH INNOVATIVE AND STRATEGIC EMPLOYMENT INITIATIVES.

Our Employment & Compensation practice focuses on prevention, advisory and contentious issues, and is highly qualified in advising clients on all employment- and compensation-related matters. The team also has extensive experience in reviewing employees' and executives' policies and plans, including incentive schemes (such as stock options), international engagements and transfer of employees, while also covering related immigration aspects. Our professionals are also extremely qualified to assist in collective bargaining with unions of various sectors.

Our practice also includes defending companies in litigation concerning overtime, workplace safety and discrimination, and assisting clients with regulatory matters, such as flexible work arrangements, equity initiatives and internal corporate policy reviews.

In labor litigation, our Firm's experienced professionals act in individual disputes, class/collective actions and public-interest civil cases filed by the Prosecution Office. The team is known for its high success rate in disputes, with exceptionally strong performance in preparatory proceedings and public civil investigations filed by the Labor Prosecution Office (MPT) or cases initiated by the Regional Superintendence of Labor and Employment (SRTE).

Through our strategic cooperation with Baker McKenzie*, one of the broadest and strongest networks in the legal market, we provide our clients with a global perspective. We work collaboratively with lawyers with in-depth knowledge in a variety of jurisdictions, supporting our clients' operations wherever and however they need it.

HOW WE CAN HELP

» **Strategic Advice**

Practical legal analyses focused on risk prevention and mitigation, always considering the viability of the proposed alternatives from the company's business point of view

» **Labor audits**

Analysis of labor practices and identification of potential risks and contingencies, as well as proposing solutions

» **Trade union negotiations**

Assistance in collective agreements, including topics such as remuneration and working hours, interpretation of labor policies and profit-sharing plans

» **Immigration and transfer of employees**

Labor, tax and social security planning for the transfer of expatriates to and from Brazil (inbound and outbound); visa applications for expatriates transferred to Brazil

» **Outsourcing**

Planning and consultation on labor issues related to labor outsourcing

» **Labor legislation in Latin America**

Coordination of labor issues and harmonization of labor practices in Latin America, through strategic cooperation with Baker McKenzie*

**» Occupational health and safety**

Consulting and auditing in occupational health and safety matters and assistance in related practices

» Litigation

Defense of individual and collective labor claims and social security matters

» Acquisitions and restructuring (M&A)

Assistance to buyers and sellers in managing employee relocation matters, such as equalization of payments and benefits

*Trench Rossi Watanabe and Baker McKenzie have executed a strategic cooperation agreement for consulting on foreign law.

AWARDS AND RECOGNITION

Chambers
AND PARTNERS

LATIN
LAWYER

The
LEGAL
500

análise
ADVOCACIA
ESCRITÓRIO
MAIS ADMIRADO
2023/2024

LEADERS LEAGUE

análise
ADVOCACIA
Mulher
2024

Best Lawyers

LACCA
Latin American Corporate Counsel Association

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