

Rödl & Partner

Labour law and labour consulting



Our integrated services

Legal advice is the main element in planning, promoting and profitably transforming your business. In addition, we offer tax and corporate advice, thanks to our interdisciplinary teams.

Since, in addition to advice, the economic aspect is also indispensable, we also provide our clients with experts in the field of legal auditing. Commitment and dedication are the foundations not only to our success, but also to yours.

Labour law and labour consulting

The Labour Law and Consultancy Department consists of lawyers and labour consultants specialised in labour law and consultancy who can advise in Italian, German and English.

The labour law and consultancy team assists Italian and foreign companies in the drafting of individual and collective agreements, in the processing of pay slips and in all legal and social security obligations related to the management of employment relationships, from the moment of recruitment to that of termination.

Thanks to the qualified experience of our advisors, who work together with colleagues who are experts in national and international tax law and with colleagues from the corporate and administrative law departments, we also assist companies in extraordinary corporate transactions such as the transfer of companies and company branches, reorganisations and restructurings, corporate reconversion and reindustrialisations, and develop tailor-made solutions that are more advantageous for the company.

Of course, our advice also covers all aspects concerning the relationship between the workers and the company, whether through subordinate contracts or forms of autonomous cooperation, as in the case of agents and consultants.

Finally, the Labour Law Department offers qualified support and representation in trade union disputes and before the Labour Court..

Our services

- Support in all phases of selection, establishment, management and termination of employment relationships;
- Drafting of employment contracts, policies and regulations, including legal design;
- Assistance in disciplinary proceedings and in the application of sanctions;
- Determination and analysis of personnel costs;
- Examination and regularization of irregularities in the management of labour relations;
- Assistance and representation in case of trade union disputes and before the Labour Court;
- Technical advice to the parties in legal disputes;
- Administrative support in cases of non-payment of social security contributions Social security contributions;
- Assistance in the management of trade union relations and in the negotiation of supplementary company agreements with trade union representatives;
- Management of collective dismissals and trade union procedures (redundancy, furlough, mobility unemployment);
- Agency workers: contract management, social security calculations and determination/review of remuneration on termination for agency relationships;
- Advice and support on health and safety in the workplace.

Business Process Outsourcing

- Personnel administration and management (for subordinate employments, parasubordinate employments, freelancers, other special employment contracts);
- Processing of pay slips and related forms;
- Remote management of the attendance;
- Use of an online portal with customised profiles for the sharing, transfer, archiving of documents and reports;
- Tax support for the preparation of the 730 model.

Our Team

An integrated team of professionals for all aspects of advice and labour law, able to assist clients in 360°, from the day-to-day management of the employment relationship, including payroll, to any extraordinary management, including trade union proceedings.

The team is composed of lawyers and labour consultants who work closely together under the leadership of Rita Santaniello and Giovanni Zoja, both partners and lawyers specialized in labour law, and Flavio Caggiula and Simona Causio, both partners and labour consultants, specialised in labour consultancy and human resources management.



Contacts



FLAVIO CAGGIULA
Labour Consultant
Partner
T +39 02 6328 841
flavio.caggiula@roedl.com



SIMONA CAUSIO
Labour Consultant
Partner
T +39 02 6328 841
simona.causio@roedl.com



RITA SANTANIELLO
Attorney-at-law
Partner
T +39 02 6328 841
rita.santaniello@roedl.com



GIOVANNI ZOJA
Attorney-at-law
Partner
T +39 02 6328 841
giovanni.zoja@roedl.com

About us

As attorneys, tax advisers, management and IT consultants and auditors, we are present with 110 own offices in around 50 countries. Worldwide, our clients trust our 5,800 colleagues.

In our offices in Milan, Rome, Padua and Bolzano alone, Rödl & Partner employs more than 230 employees who provide active and competent support to national and international clients. Our consulting activities cover all areas of legal, economic, international tax and labour consulting, as well as the auditing services provided by Rödl & Partner Audit.



Milan

Largo Donegani, 2
20121 Milan
T + 39 02 6328 841
F + 39 02 6328 8420
milano@roedl.com

Padua

Via Francesco Rismondo, 2/E
35131 Padua
T + 39 049 8046 911
F + 39 049 8046 920
padova@roedl.com

Rome

Piazza di S. Anastasia, 7
00186 Rome
T + 39 06 9670 1270
F + 39 06 3223 394
roma@roedl.com

Bolzano

Piazza Walther-von-der-Vogelweide, 8
39100 Bolzano
T + 39 0471 1943 200
F + 39 0471 1943 220
bolzano@roedl.com