+43 1 3460803 office@lawandbeyond.at www.lawandbeyond.at

Law & Beyond's Portfolio in Labor and Immigration Law for Employers

The purpose of this document is to provide our clients with a clear overview of the services we offer as an external labor and immigration law advisory unit. Other topics can also be covered upon request.

Individual Labor Law

- Establishment & Termination of Employment Relationships (Termination/Dismissal/Mutual Termination, Bonus & All-In Issues)
- Contract Drafting (Employees, Workers, Managers, Authorized Signatories, Managing Directors)
- Working Hours & Overtime, Flexible Hours/All-In, On-Call Duty, Travel Time, Remote Work
- Compensation models (bonuses, commissions, equal pay/pay transparency readiness)
- Parental leave, parental (part-time) leave, caregiver leave, maternity leave, discrimination/harassment, whistleblowing procedures
- Employee inventions, non-compete clauses, reimbursement of training costs, data protection in the employment relationship

Collective Labor Law

- Works Council Law: Collaboration with the Works Council, Negotiation and Amendment of Works Agreements
- Collective Bargaining Law: Pay Grades, Flexible Work Schedules, Allowances and Premiums
- Social Plans and Reconciliation of Interests (including Mass Layoffs and Early Warning Systems)

Restructuring, M&A & Transfers

- Business (or business unit) transfers (AVRAG): Due diligence, employee transfers, information and consultation processes
- Carve-outs, site closures, outsourcing, post-merger integration (harmonization of contracts and benefits)

Administrative & Legal Proceedings

- Representation before Labor and Social Courts (ASG) throughout Austria
- Representation in dealings with the AMS, AUVA, Financial Police, Chamber of Labor, and Labor Inspectorate
- Arbitration and mediation proceedings in disputes involving labor law and director liability

Compliance, Audits & Investigations

- Whistleblowing systems, whistleblower protection, internal investigations & labor law measures
- HR compliance audit (working hours, collective bargaining agreement compliance, data protection, secondments/work permits)
- ESG & HR: Equal pay, diversity, pay transparency policy, supply chain (HR component), sustainability governance

Cross-Border & Mobility

- Secondments/Temporary Assignments, A1 Certificates
- Corporate Immigration/Residence (e.g. ICT, RWR Card, EU Blue Card)

HR-enablement & knowledge transfer

- Inhouse Training (Works Council, Executives, HR), Mock Hearings, Manager Toolkits
- Policy Set (Templates & Playbooks): Working Hours/All-In, Work-from-Home/Remote, Bonuses, Disciplinary Procedures, IT Use, DEI

Languages of legal support

German
English
Further languages upon request

Billing options

Hourly fee
Flat rates for clearly defined projects

Ratings

Top Law Firms in Austria 2026 (Der Standard and Statista – 4 stars in labor law

Google Business Reviews – 5.0 rating based on 102 reviews

Address

Law & Beyond - Kainz Kamp Rechtsanwaelt:innen OG
Lederergasse 22/3
1080 Vienna