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## The Legal 500 Europe, Middle East & Africa

### 2019

The clients' guide to law firms

#### **NORRBOM VINDING**

DAMPFÆRGEVEJ 26, 2100 COPENHAGEN,  
DENMARK

Tel: +45 35 25 39 40 Fax: +45 35 25 39 50

- Employment

## Norrbom Vinding

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# NORRBOM VINDING

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## THE FIRM

Norrbom Vinding was formed in 1998 by Jørgen Vinding and Mariann Norrbom, together with a team of 11 experienced labour and employment lawyers and dedicated support staff. The core group of Norrbom Vinding's lawyers are among those who pioneered and developed labour and employment law as a separate discipline for private practice lawyers in Denmark in the 1980s. The firm's unique expertise thus builds on more than 30 years' experience within the area.

## AREAS OF PRACTICE

Labour and employment law: Norrbom Vinding is Denmark's only boutique management labour and employment law firm advising on all aspects of labour and employment law and acting exclusively for the management/employer side. The firm is the largest labour and employment practice in Scandinavia in terms of caseload, high-profile cases, and partners and associates engaged full-time in labour and employment law. Furthermore, Norrbom Vinding is the law firm in Denmark which handles most litigation for employers in the area, including in the Danish Supreme Court and the Danish Labour Court, and carries out the greatest number of collective bargaining processes on behalf of clients.

Offering a full service on all aspects of contentious and non-contentious labour and employment law to a client base that is a mixture of national and international companies and organisations, the firm's legal advice is firmly rooted in an understanding of management and commercial realities and is tailored to safeguard each client's interests in terms of image, internal environment, public and media relations and all other relations of importance to the client.

The main areas of practice include: recruitment, retention and termination processes; employment contracts; restrictive covenants; severance agreements; incentives and benefits; leave; tax and social security; pensions; data protection; staff policies; IPR in employment; discrimination; transfers of undertakings and restructurings; outsourcing; collective redundancies; posting of workers; cross-border HR issues; business immigration; public sector labour and employment law; collective bargaining and industrial disputes; freedom of association; European works councils; health and safety at work; and litigation, investigations and legal enquiries.

Norrbom Vinding is the Danish member of Ius Laboris, Global HR Lawyers. Ius Laboris is an alliance of law firms offering employers cross-border employment and pensions law advice. It has 1,400 specialist HR lawyers in over 50 countries. Ius Laboris offers access to the best local HR law experts in one global team.

# Norrbom Vinding

## LANGUAGES SPOKEN

English, French, German,  
Scandinavian languages

## CONTACTS

Jørgen Vinding  
Morten Langer  
Yvonne Frederiksen  
Elsebeth Aaes-Jørgensen  
Christian K Clasen  
Torben Mølgaard Hededal

Number of lawyers: 20

## MEMBER

Ius Laboris  
Global HR Lawyers

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## Employment

### Tier 1

Employment boutique **Norrbom Vinding** has '*an exceptionally high service level*' thanks to a '*very responsive*' team led by managing partner **Jørgen Vinding**, who is noted for his expertise in employment litigation and investigations. Vinding recently advised the Capital Region of Denmark on an investigation into the alleged gross misconduct of an executive during a tender process. Other key mandates include discrimination and international relations expert **Yvonne Frederiksen** assisting CityJet with the renewal of its collective bargaining agreements with its pilots and cabin crew, cross-border specialist **Morten Langer** advising the Danish Football Association on its agreements with the players' union relating to the women's national team and the under-21 team, and **Christian K. Clasen** representing the SAS Group in a class action brought by retired cabin attendants relating to monthly pension supplements.

#### Leading individuals

Yvonne Frederiksen

Jørgen Vinding



## YVONNE FREDERIKSEN

### POSITION

Partner

### CAREER

Yvonne advises on all aspects of labour and employment law, but her areas of special expertise are discrimination (including advising clients on how to avoid and defend discrimination claims), all types of incentives, industrial relations (including collective bargaining and dispute resolution) and health and safety. Yvonne has extensive experience in litigation, particularly discrimination litigation, and has represented a number of employers in cases before the Danish Supreme Court and the ECJ. For example, Yvonne is representing the employer in the so-called "obesity case" which was decided by the ECJ on 14 December 2014 (C-354/13, Kaltoft).

### LANGUAGES

English, Scandinavian languages

### MEMBER

Member of the committee on procedural law under the Council of the Danish Bar and Law Society, Chair of the *Ius Laboris* Expert Group on Discrimination, member of the European Employment Lawyers Association (EELA), member of the International Bar Association (IBA) and member of the Danish Society for Labour Law

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## CHRISTIAN K. CLASEN

### POSITION

Partner

### CAREER

Christian advises on all aspects of labour and employment law, but his areas of special expertise include industrial relations for private as well as public sector employers (including employer organisations), HR aspects of business transfers and company restructures, sports law and CSR (with a particular focus on the requirements under international labour law) and anti-discrimination in employment law and labour law. Christian is a very experienced litigator and frequently conducts cases in the Danish Supreme Court and the Labour Court. He is the main adviser of a wide range of major companies and employer's organisations on collective bargaining issues as well as their strategic partner to handle complicated negotiations.

### LANGUAGES

English, Scandinavian languages

### MEMBER

Member of the European Employment Lawyers Association (EELA), the Danish Society for Labour Law, the Danish Employment Lawyers and the Board of Academic Editors of the European Employment Law Cases (EELC)



## MORTEN LANGER

### POSITION

Partner

### CAREER

Morten advises on all aspects of labour and employment law, but his areas of special expertise include advising private sector clients on national as well as international HR law, employment law, restrictive covenants, IP and employees, business reorganisations and large-scale redundancies as well as bonus and other incentives. In addition, Morten is widely recognised as one of Denmark's leading experts on restrictive covenants and has published extensively on the subject.

### LANGUAGES

English, Scandinavian languages

### MEMBER

Vice Chairman of the Danish Employment Lawyers, board member of Ius Laboris, member and facilitator of several HR networks for managers and HR officers in Denmark and member of the Danish Society for Labour Law

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## JØRGEN VINDING

### POSITION

Managing Partner

### CAREER

Jørgen advises on all aspects of labour and employment law, but his areas of special expertise include: Employment issues of public authorities and privatised companies (including litigation before the courts, the Labour Court, industrial arbitration and other relevant fora), investigations and legal inquiries for public and private sector employers, acting as an arbitrator in disputes, advising the media and pharmaceutical sector and assisting foreign organisations with the labour and employment law aspects involved in setting up and doing business in Denmark. Jørgen is a very experienced litigator and is one of the lawyers in Denmark who has conducted the greatest number of labour and employment law cases representing the employer side in the Danish Supreme Court and the Labour Court.

### LANGUAGES

English, Scandinavian languages

### MEMBER

Board member of the Danish Society for Labour Law, member of the International Bar Association (IBA), member of the European Employment Lawyers Association (EELA) and member of the Global Forum for Cross-Border Human Resource Experts (XBHR)