

## Labor Law and Labor Relations

### Ranking

Employers today face a rapidly changing landscape filled with significant legal challenges, including the resurgence of unionization, widespread layoffs, and the integration of AI in the workplace. Lipa Meir & Co. is well-equipped to guide employers through these any many other complexities.

Professionally recognized as a leading department by both Israeli and international ranking guides, the Labor Law Department - under the leadership of Adv. Shabi Michaeli ׀€" has built a reputation as a leading authority in the field, with vast experience representing public and semi-public employers, domestic and international private corporations, employers' associations, and labor unions across various sectors such as marketing, industry, defense, healthcare, telecommunications, automotive, real estate, energy, high-tech and startups, finance, kibbutzim, wine production, hospitality, and more. Prominent clients include Clalit Health Services, Carmel Winery, Carasso Group, Israel Weapon Industries, Israeli Shipyards, Vision Map, Shekel Scales, and many others.

Instrumental in numerous landmark cases in both collective and individual labor law, our department's services include:

**Ongoing Consultancy:** We understand how challenging it is to manage day-to-day operations and make strategic decisions. Our expertise lies in designing tailored policies and work methods that align with employers' business goals while ensuring compliance with local and international regulations. We represent your interests before relevant authorities, handle mergers and acquisitions, and conduct thorough due diligence. Our negotiation skills are honed to mediate effectively between employers and employees, mitigating risks and fostering a collaborative work environment. Additionally, our specialized knowledge in the defense sector and foreign worker law, including work visa management, positions us uniquely to support your organization in these critical areas.

**Civil and Criminal Litigation:** Our attorneys have extensive experience in civil and criminal labor litigation, representing employers and senior employees at all levels of labor courts, including regional, national, and the Supreme Court. We are also skilled in ADR methods such as mediation and arbitration, providing effective solutions that minimize disruption to your business.

**Collective Agreements:** Managing collective labor relations is a sensitive area that requires legal expertise and a deep understanding of workplace dynamics. We negotiate with employers and employee committees to draft comprehensive collective agreements that balance the interests of all parties involved. We support employers from the outset, guiding them through initial employee organization efforts and helping them establish a foundation for positive labor relations.

**Representation of Startups, Technology Companies, and International Clients:** In today's globalized market, the ability to navigate cross-border legal challenges is essential. We excel in representing foreign clients operating in Israel and Israeli clients expanding abroad, particularly in the fast-moving startup and technology sectors. Our collaboration with leading law

firms worldwide and participation in international networks ensure that our clients receive the highest standard of legal support, wherever their business takes them.

**Employee Rights and Executive Compensation:** The employer-employee relationship is crucial to your business's success, especially when it involves senior executives. We specialize in crafting employment or service agreements that reflect the needs and expectations of both parties. Additionally, we offer expert guidance on various forms of executive compensation, including bonuses, incentives, and phantom options, helping you attract and retain top talent.

**Representation in Insolvency and Rehabilitation:** In times of financial distress, our expertise in insolvency and rehabilitation is crucial. We represent companies, officers, and trustees in high-profile insolvency cases, and advocate for legislative advancements in this area.

Furthermore, our department works closely with other experts in the firm on all relevant issues, such as employee taxation, intellectual property, and commercial matters. We address all changes in labor law, keeping our clients updated on legislation and case law, and supporting them in implementing these changes in their business.

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## Leading Partners



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