



Greta Marks

Senior Associate

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OVERVIEW

Greta Marks is a lawyer in the firm's Labour, Employment, and Workplace Safety practice. She has experience providing strategic advice to clients in a range of industries across the public and private sectors across a broad range of industries, including hospitality, health, education, building and construction, insurance, transport and logistics, and government.

Greta also represents clients in a wide range of litigation, including in relation to post employment restraints, breaches of contract, and protection of confidential information, as well as the defense of general protections, unfair dismissal, and discrimination claims.

She has been listed as an *Australasian Lawyer* Rising Star 2022.

PROFESSIONAL BACKGROUND

Prior to joining the firm, Greta worked as a Judge's Associate in the County Court of Victoria, performed Royal Commission work for the Victorian Government, and as a lawyer at a national law firm.

ACHIEVEMENTS

- Recognised by *Australasian Lawyer* as a Rising Star, 2022

PROFESSIONAL / CIVIC ACTIVITIES

- Co-Chair of the Victorian Women Lawyers (VWL) Publications Committee
- Member of the K&L Gates Reconciliation Action Plan (RAP) Committee
- Law Institute of Victoria
- Industrial Relations Society of Victoria

EDUCATION

- J.D., University of Melbourne, 2016
- Graduate Diploma in Legal Practice, College of Law, Victoria, 2017
- B.A., University of Melbourne, 2012 (*Politics and French*)

ADMISSIONS

- High Court of Australia
- Supreme Court of Victoria

THOUGHT LEADERSHIP POWERED BY HUB

- 12 September 2023, More Than Just Loopholes: Significant Changes Proposed Under the Federal Government's Third Tranche of Labour Law Reforms
- 4 November 2022, Secure Jobs, Better Pay Bill Introduced Into Parliament
- 9 May 2022, New Mental Health Obligations for all Victorian Employers Expected to Take Effect on 1 July 2022
- February 2022, Managing Sick and Injured Employees
- 8 December 2021, Vaccine Mandates and the Importance of Consultation
- October 2021, HR Perspective (Australia): Gender Equality - Your Legislative Requirements
- 21 September 2021, Workplace Wrap – September Update
- August 2021, HR Perspective (Australia): Impacts of New State and Federal Legislation
- 5 August 2021, High Court Overturns Federal Court's Decision in *Rossato*: Casuals are Casuals Even When They Have Expectations of Continuing Employment
- 3 August 2021, Respect@Work Response Introduced
- June 2021, HR Perspective (Australia): What's on the HR Radar?
- 11 December 2020, It's On The Road – The Workplace Omnibus Reform Bill 2020 Has Started Its Journey
- 14 August 2020, What's In A "Day"? – High Court Majority Overturns *Mondelez* Personal/Carer's Leave Decision
- 29 July 2020, Beware – The Law May No Longer Tolerate So Called 'Independent Contractor' Arrangements
- 26 May 2020, WorkPac Pty Ltd v *Rossato*: Managing Your Casual Workforce
- 17 March 2020, COVID-19: Coronavirus Q&A – Australia

AREAS OF FOCUS

- Labor, Employment, and Workplace Safety

REPRESENTATIVE EXPERIENCE

- Assisting employers in a range of industries and sectors in the defence of general protections and unfair dismissal claims in the Fair Work Commission.
- Assisting to act for clients in employment related litigation in the Fair Work Commission, the Federal Court, Supreme Court, VCAT and disciplinary boards. These matters typically include claims arising from termination of employment, general protections, discrimination, and sexual harassment claims.
- Assisting to act for clients in relation to post employment restraints, breaches of contract, and protection of confidential information, including commencing litigation in a range of jurisdictions.
- Conducting investigations in relation to employee misconduct and advising in relation to disciplinary procedures.
- Providing advice to clients in various sectors in relation to workplace restructuring redundancy.
- Drafting various employment related policies and procedures for clients in a variety of industries including appropriate workplace behaviour guidelines and health and safety policies and procedures.
- Assisting a major retailer in its dealings with the Fair Work Ombudsman (FWO) in relation to a self-disclosed underpayment, and the termination of its expired Enterprise Agreement and negotiating with the FWO in relation to an enforceable undertaking.
- Advising on the interaction between awards and enterprise agreements and assisting clients with enterprise bargaining, including Fair Work Commission documentation and assessing whether enterprise agreements pass the 'Better Off Overall Test'.
- Assisting clients to manage the safe return to work of ill and injured employees, balancing operational imperatives with safety concerns.
- Advising clients in relation to COVID-19 related issues, including stand down, JobKeeper, health and safety, government directives and vaccinations.