



## Dr. Simone Wernicke

### Partner

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### OVERVIEW

Simone Wernicke is a partner in the firm's Finance practice. She has vast experience in all areas of collective and individual employment law, including the interface to insolvency employment law. She specializes in the structuring and comprehensive support of restructuring measures under employment law and the resulting transactions or any necessary discontinuation of business operations.

Her clients include national and international companies, as well as insolvency administrators, whom she advises and supports in all matters of employment law, but primarily in dealing with crises.

Her work, therefore, regularly includes negotiations with employee representatives and trade unions, in particular reconciliation of interests and social plan negotiations as well as the negotiation of reorganization collective agreements. In addition, she represents her clients' interests before labor courts nationwide.

Simone is certified as a Compliance Officer (IHK) and, in addition to providing day-to-day employment law advice, offers employment law compliance audits, particularly in the area of HR.

### PROFESSIONAL BACKGROUND

Simone joined K&L Gates in July 2020. Prior to that, she worked for various employment and commercial law firms and for an employers' association in Hesse. She has been a specialist in labor law since 2006 and joined K&L Gates with the team of Dr. Bernsau.

### PROFESSIONAL / CIVIC ACTIVITIES

- Member of the German Lawyers' Association - Working Group for Labor Law
- Member of Distressed Ladies e.V.
- Compliance Officer

## EDUCATION

- Dr. iur., University of Rostock, 2011
- First Legal State Exam, University of Frankfurt, 1995
- Second Legal State Exam, Wiesbaden, 1998

## LANGUAGES

- English
- French
- German

## THOUGHT LEADERSHIP POWERED BY HUB

- 11 July 2023, German Whistleblower Protection Act Enters into Force
- 13 January 2023, Collective Bargaining Agreements in the Temporary Employment Sector: Invalid?
- 1 September 2022, Introduction of Comprehensive Whistleblower Protection Systems: The Federal Cabinet's Draft on Whistleblower Protection Obliges Employers to Set Up Internal Reporting Systems
- 22 November 2021, Entry Restrictions and Mandatory Vaccinations for Workplaces in Germany?
- 1 October 2021, Home Office and Remote Work News
- 5 August 2021, Works Councils Modernisations Act
- 1 June 2021, Employment Law in Insolvency Proceedings
- 13 April 2021, Tactics for Dismissal Protection Proceedings
- 3 March 2021, Measuring Working Time in Germany - Yes or No?
- 22 January 2021, COVID-19: New COVID-19 Workplace Regulation for Employers in Germany Brings Home Office and Further Health and Safety Obligations

## OTHER PUBLICATIONS

- Personalkostensenkungen in Krise und Insolvenz (*Reduction of workforce costs in crisis and insolvency*), in: *BetriebsBerater (BB)* 2022, 500 et seq., together with Felix Schaffner
- Aktuelle Herausforderungen für Unternehmen aufgrund der Entwicklungen zum Fall COVID-19 (*Current challenges for companies due to the development of COVID-19*), in: *Newsletter*, March 2020

- Neue arbeitsrechtliche Herausforderungen bei konzernangehörigen Unternehmen in der Insolvenz – von der Entkonzernierung zur Rekonzernierung? (*New labor law challenges in insolvent group companies –from the dissolution of the group to its reconstruction?*), in: *Betriebs-Berater (BB)* 17/2018, p. 948 et seq.
- Kompromiss statt Rausschmiss (*Compromise instead of sacking*), in: *Stuttgarter Zeitung*, July 2017
- Der mobile Arbeitsplatz (*The mobile workplace*), in: *WirtschaftsEcho*, October 2011

## NEWS & EVENTS

- 1 March 2022, K&L Gates Names Nearly 40 New Partners, Of Counsel, and Government Affairs Advisors Across Firm
- 11 May 2020, K&L Gates Expands Restructuring Practice with Addition of Seven-Member Frankfurt Team

## AREAS OF FOCUS

- Restructuring and Insolvency
- Collective Labor and Works Councils

## INDUSTRIES

- Automotive
- Manufacturing

## REPRESENTATIVE EXPERIENCE

- Comprehensive labor law advice to a company in the textile industry (retail) with more than 1,000 employees in the context of insolvency proceedings, supervision of the pre-financing of insolvency benefits in cross-border situations, planning and implementation of staff reduction measures as well as full plant shutdowns, nationwide conduct of dismissal protection proceedings.
- Advising an investor on the purchase of a company in the textile sector (retail) with over 1,000 employees out of insolvency.
- Labor law support of a transaction with transfer and integration of personnel in the health care industry.
- Labor law advice on a full plant shutdown in steps at a company in the automotive supply industry with a parent company in another European country.
- Employment law advice to a university of applied sciences on restructuring and personnel adjustment measures, as well as on issues relating to works constitution law, university law and compliance, including litigation and conciliation board proceedings.
- Negotiation of a reorganization collective agreement for a company in the metal and electrical industry.

- Labour law advice to a clinic operator in insolvency with social security issues, partial sale and partial transfer of business, conduct of dismissal protection proceedings.