



## Leonie Abendroth, LL.M.

### Associate

Berlin  
+49.(0)30.220.029.305

Leonie.Aabendroth@klgates.com

## OVERVIEW

Leonie Abendroth is an associate in the firm's Berlin office and concentrates her practice in labor, employment and workplace safety. She advises German and international companies on individual and collective employment law issues.

Her work focuses in particular on data protection with regard to employment relationships, social security law and immigration law. In addition, she supports on employment law related issues in connection with corporate transactions and restructurings, such as co-determination.

## PROFESSIONAL BACKGROUND

Leonie joined the firm in March 2018. During her legal traineeship, she worked for a leading international law firm and the German Federal Ministry of Foreign Affairs in Berlin and Hanoi. She studied law at the Albert-Ludwigs-University of Freiburg and Queen Mary University London, where she was awarded an LL.M. in European Law.

## SPEAKING ENGAGEMENTS

- Key Legal Developments in Europe at HR Directors Summit Europe, Amsterdam, 20 June 2019.
- Legal Awareness in HR at the Gründerszene HR Day, April 26, 2018.
- Various start-up lectures for Start Alliance Berlin.

## EDUCATION

- Second Legal State Exam, Higher Regional Court of Berlin, 2017
- LL.M., Queen Mary University of London, School of Law, 2015
- First Legal State Exam, University of Freiburg, 2014

## LANGUAGES

- English
- German
- Spanish

## THOUGHT LEADERSHIP *POWERED BY HUB*

- 7 April 2020, New Skilled Worker Immigration Act and Novelties for Labor Migration in Germany (*Alerts/Updates*)
- 1 August 2019, New Employer Obligations to Ensure Forfeiture of Unused Vacation Entitlements in Germany (*Alerts/Updates*)

## OTHER PUBLICATIONS

- Invalidity of Post-Contractual Non-Compete Covenants with Executives in the Event of Excessive Material Scope, comment on German Federal Labor Court ruling of 2 August 2018, GWR 2019, issue 8, p. 146, together with Nils Neumann (German article)
- No Company Practice in Case of Presumed Legal Obligation, comment on German Federal Labor Court ruling of 11 July 2018, GWR 2019, issue 3, p. 54, together with Nils Neumann (German article)
- Justifying the Rejection of a Severely Disabled Applicant, comment on German Federal Labor Court ruling of 28 September 2017, GWR 2019, issue 2, p. 35, together with Nils Neumann (German article)
- Delivering Termination Letters by Messenger: What You Need to Take into Account for the Validity of the Termination, Blog post in German Employment Law Expert Forum (EFAR), 30 October 2018, together with Nils Neumann (German article).
- No Preferential Treatment of a Works Council Member by Termination Agreement, comment on German Federal Labor Court ruling of 21 March 2018, GWR 2018, issue 17, p. 340, together with Nils Neumann (German article).
- Case Law Shift Concerning Employee Misclassification Criminal Liability, comment on (German) Federal Supreme Court ruling of 24 January 2018, AuA 2018, issue 8, p. 491, together with Nils Neumann (German article).
- Requirement of Clarity on the Source of Law in Case of Multi-Party Works Agreements, comment on German Federal Labor Court ruling of 26 September 2017, GWR 2018, issue 15, p. 291, together with Nils Neumann (German article).

## NEWS & EVENTS

- 5 July 2018, K&L Gates Advises Mölnlycke on Acquisition of German Medical Technology Company SastoMed (*Press Release*)

## AREAS OF FOCUS

- Labor, Employment, and Workplace Safety
- Collective Labor and Works Councils
- Employment Disputes and Investigations
- Employment Issues in Business Transactions
- Human Resource Advice and Compliance
- Wage and Hour
- Workplace Safety