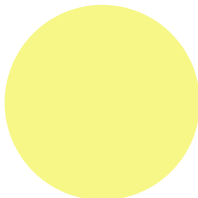




Dr. Martin Mönks, Partner  
Lawyer, Certified Lawyer for Employment Law  
LABOR LAW • PLANT ENGINEERING



#### Contact

ASSISTANT: CHRISTEL UNGER  
T. +49 (0)201 1756-627  
F. +49 (0)201 1756-77923

E. MARTIN.MOENKS@KUEMMERLEIN.DE

#### V-CARD



# The resilient design of employment law structures is the key to activating the company's most important resource: its staff

I have been helping to shape employment law at Kümmerlein for over 30 years – from its beginnings to its current market presence. I support employers of all sizes in setting up their HR structures in a legally future-proof manner – whether corporations, SMEs or public institutions. If you would like to rethink or adapt your HR structures, I will be happy to assist you.

Dear Martin, what does our promise “To make it simple, but significant” mean to you?

“The tension between the social partners has led to a high and confusing level of regulation in employment law at national and European level. I see myself as a reliable and at the same time creative provider of ideas and implementer of well thought-out solutions that focus on the specific requirements of each client.”

# Principles

## **Thoroughness**

Many years of experience and professional specialization make legally sound advice so self-evident that the extensive theoretical foundation does not have to be in the foreground.

## **Practical relevance**

Tailor-made solutions for the client require comprehensive familiarization with the client's external industry and internal organizational environment. Only then does employment law come into play.

## **Trust**

Sustainable solutions can only be established with good personal understanding in cooperation with representatives from all levels of a company or other organization.

# Focusing on the essentials

The development of solutions that are precisely tailored to the client and at the same time legally sound, even under time pressure, requires a clear professional specialization.

## **Group labor law**

The deployment of personnel at all levels, including the representative bodies in the network of relationships between controlling and dependent companies, has its very own organizational requirements.

### **Collective working conditions replacing collective agreements**

Client-specific arrangements are essential, particularly with regard to remuneration structures and working time models.

### **Collective bargaining and labor dispute law**

This is where the social opponents clash particularly clearly. Solutions require openness, prudence and creative approaches, also in view of the pronounced legislative restraint in Germany in this area.

### **Co-determination rights of the private sector, the public sector and churches**

When it comes to balancing the differing interests of employees and employers, many years of experience and the resulting insight into underlying lines of conflict are often decisive.

### **Restructuring**

With a growing awareness of the importance of employees, the labor law aspects of restructuring are no longer limited to traditional staff reductions. The focus is on qualification and flexibilization with situation-related use of employment law instruments.

# Vita

1988 first and 1991  
second state  
examination in law,  
doctorate (Dr. iur.) with a  
thesis on employment  
promotion law, joined  
Kümmerlein in 1991,  
partner since 1995

# Languages

German

English

Make an appointment now



Messeallee 2  
45131 Essen

T. +49 (0)201 17 56 600  
F. +49 (0)201 17 56 666

info@kueggerlein.de  
www.kueggerlein.de

**KÜMMERLEIN**