

Employment and Benefits

The relationship between employers and employees has always been vital to a company's success. From competitive benefits programs to attract the best talent to the myriad of legal and commercial issues once that talent has joined the company, employers require a legal advisor with a wealth of experience and successful track record in leading the way.

Bringing together professionalism and innovation of the highest standards, our Labor and Employment Law practice is a preferred destination for an extensive list of domestic and international employers, both public and private, as well as nonprofits and public entities, individual business people, senior employees and groups of employees.

Domestic and multinational employers also tap into the full spectrum of our services, which are focused on all areas of individual and collective labor and employment, including day-to-day employment and labor law issues and creating and negotiating individual and collective employment agreements. We are also regularly involved in providing seminars, lectures, workshops, and training on labor and employment issues to clients to ensure they remain abreast of all the relevant issues affecting them.

Furthermore, clients profit from the experience of our employment & benefits lawyers in structuring, designing and implementing all forms of retirement, welfare, fringe benefit, deferred compensation, and equity compensation plans, assisting with all relevant filings, ensuring compliance and always striving to fit compensation and benefits packages into the employer's bigger picture.

These plans and benefits, for example, include:

- Welfare and fringe benefit plans (medical, severance pay, life insurance, disability, dependent care and

education assistance)

- Non-qualified deferred compensation arrangements (including the use of secular trusts, golden parachutes, top hat and excess benefit plans)
- Employee stock ownership plans (ESOPs)
- Retirement plans for tax-exempt organizations (including 403(b) and 457 arrangements)
- Qualified retirement plans (profit sharing, money purchase pension, defined benefit and 401(k) plans)

We are also focused on the swift and effective resolution of labor law disputes before they arise, with our lawyers equally prepared for and skilled in litigation, arbitration and mediation proceedings, should the need arise.

Balancing the importance of defending the rights of employers and employees alike, we strive to reach the most beneficial and amicable resolution of any dispute – vital to maintaining a healthy and successful working environment.

Representative Client Work

- Represent **The Technological Colleges Network Ltd.** in all aspects of legal and administrative aspects of labor law, including litigation in the Labor Court (regional and national), kibbutz disputes, professional opinions for the management of the chain.
- Represent **Hamashbir Lazarchan Department Stores Ltd.** in all matters relating to legal and administrative aspects of the labor laws, legal claims in the Labor Court and the Magistrate Court and the provision of professional opinions.
- Represent **Xerox Israel Ltd.** in the process of

acceptance to work, management of work and retirement, as well as representation in legal claims in the Labor Court.

- Represented **Petach Tikvah Community Centers**, as well as representation in a collective dispute that lasted for three years against the New Histadrut, in the framework of which a new collective agreement was signed regarding the employees of the community centers in Petah Tikva.
- Represent The **New Pharm** chain in all aspects of the legal aspects of labor law, including representation in legal claims in the Labor Court.
- Represent The **Stier Group** International exhibitions and conferences, including providing legal opinions, drafting employment and retirement agreements, and guiding management on issues that arise in matters of employee rights.
- Represent **Access Israel** in all aspects of the legal aspects of labor law, including representation in legal claims in the Labor Court.
- Represent **On Track Innovations Ltd.**, in all aspects of the legal aspects of labor law, including litigation in the Labor Court.
- Represented **Alcobra Pharma Ltd.** providing professional legal opinions, preparing work agreements, training of the human resources department, consulting with the management of the company, drafting of transfer agreements and more.

For further information about our Employment And Benefits practice, please visit our website at www.zag-sw.com or contact: