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Dr Caroline Siegel, LL.M.

Specialist lawyer for employment law

Caroline advises employers and employees on the establishment and structuring of employment relationships, their management and termination; her practice focuses on advising companies on restructuring measures, transfers of undertakings and reorganisation measures as well as issues of temporary employment and secondment of employees and negotiations with employee representatives (works councils, trade unions, co-determined supervisory boards). Caroline also advises and trains employers on issues relating to (sector specific) minimum wages and cooperation with customers authorities, social security benefits offices and professional associations.

In the area of compliance she advises on the implementation of guidelines, their drafting in collaboration with works councils, and the prosecution of labour law violations for companies.

Recent work

- North German construction machinery manufacturer: providing support in disputes regarding co-determination in working time and employment contract conditions, in particular conducting preliminary injunction proceedings and conducting conciliation committee proceedings
- International manufacturer of paints and varnishes: providing advice on spin-off and sale of business units as well as sale of sales subsidiaries, negotiation with (general) works council
- International medical device manufacturer: providing labour law advice on restructuring of operating and holding companies, providing support for various demergers and mergers
- Advising on the merger of several maximum care hospitals with harmonisation of church and public law collective agreements
- Advice on the merger of several maximum care hospitals while observing church and public law collective agreements

Vita

- Studied law at the Bucerius Law School, Hamburg and the Université de Paris I / Sorbonne – Panthéon, 2002 to 2007
- Legal clerkship in Koblenz, Frankfurt and Düsseldorf, 2007 to 2009
- Master of Laws with a focus on labour law at the University of Cologne, 2009 to 2010
- PhD on the history of labour law, 2012 to 2014
- Lawyer since 2010, at Kapellmann since 2017

Further qualifications and memberships

- Speaker at numerous conferences and seminars
- Member of the Association of German Labour Law Attorneys (VdAA – Verband deutscher Arbeitsrechts Anwälte)
- Member of the Mönchengladbach Bar Association

PRACTICE GROUPS

- **> Employment law**
- **> White-collar and corporate crime**

SECTOR GROUPS

- **> Corporate compliance**
- **> ESG**

EXPERTISE

- Employment law
- Corporate compliance