

In cooperation with the HR Lawyers Network, an international network of law firms established to support legal requirements in various European countries in the area of labor law and related rights and obligations of employees and employers,

**we cordially invite you to our conference**

## ***Collision of employers' and employees' immaterial interests during the employment – law and practice***

that will take place at the MERCURE hotel\*\*\*\* in Bratislava  
22-nd October 2019

### **CONFERENCE TOPICS**

- **Employees' privacy and human dignity vs. employers' business interests**
  - reporting pregnancy towards the employer (is pregnancy a fact of privacy or a fact of work safety?);
  - appliance of devices to investigate violation of law (lie-detectors, hidden cameras);
  
- **Employees' rights based on the GDPR vs. employers' confidential information, trade secrets**
  - right to access vs. company secrets;
  - right to erasure vs. employers' internal processes (measuring tendencies, keeping all relevant information about the employee);
  - right to data portability to employer's competitor;
  - right to objection vs. employers' data processing based on legitimate interests (camera surveillance);
  
- **Employers' immaterial interests**
  - employers' reputation vs. limitation of employees' actions outside of the working hours;
  - employers' HR tools vs. employees' interests (pay grades, performance evaluation, rating of employees);
  - challenges of efficiency in lack of manpower (employers' need to efficiency vs. employees' right to rest – can overtime be a voluntary choice?);

22 nd OCTOBER 2019 / Bratislava

# Collision of employer's and employee's immaterial interests during the employment - law and practice

## SPEAKERS



**Dr. Ildikó Rátkai (HU)**

Attorney at law, LLM in HR law and head of her Law Firm. After having graduated as a lawyer and as an economist she acquired professional experience not only in the governmental side of the EU harmonisation of employment law, but also as an attorney specialized in employment law, mainly supporting multinational clients' employment and HR issues. Currently she is a postgraduate student at the LLM in Employment Law course.

Her independent Hungarian law firm is specialized in employment law, social security and HR law, providing legal advice and representation before court and public administration. She mainly supports multinational companies and is professional in cross-border legal issues related to employment and HR.

Dr. Ildikó Rátkai is member of the European Employment Lawyers Association, the American Bar Association's Labour&Employment Law Group and is a founding member of HR Lawyers Network. She is author and co-author of several employment law books and commentaries not only in Hungary but also in foreign publications and she regularly gives lectures and conducts trainings and workshops related to employment and HR.



**Piotr Żukowski (PL)**

I'm an attorney at law and mediator. I graduated summa cum laude from the Faculty of Law and Administration at the University of Warsaw and have continuously, since 2005, worked in employment law practice, from 2013 as managing partner. I represent parties in proceedings relating to, among others: the appeal of termination of employment agreement, remuneration for work and overtime, compensation for non-competition indemnity or compensation for harassment, mobbing, discrimination, violation of dignity or personal rights of an employee, as well as in matters related to an appeal against the decision of the Social Insurance Institution. Outside the courtroom I provide employees, managers and HR professionals with comprehensive advice – drafting contracts, regulations and managing potential workplace conflict, which includes mediation support, aiding employers in negotiations with employees' representatives, compliance programs, internal investigations and addressing known allegations of mobbing, harassment etc. My experience in this regard includes many years working in anti-mobbing committees. I also conduct trainings on all employment law issues, having held numerous trainings and workshops as well as guest lectures for law students, focusing on practical aspects of employment law issues. As a member of European Employment Lawyers Association and founding member of HR Lawyers Network I have a wide experience in legal HR issues of multinational companies, cooperate closely with employment lawyers in other European Union countries and participate in international conferences on employment law.

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### JUDr. Adriana Ručkayová (SK)



Attorney at law providing legal and consultancy services in business and commercial transnational matters both in the Slovak Republic and abroad. She brings to bear her expertise and international experience in providing comprehensive and coordinated advice designed to meet clients' needs. Her business-oriented and pro-active approach efficiently and successfully manages transactions whilst delivering the best value for money.

She has built a reputation for being innovative with business and financial solutions to achieve clients' aims. Applying her vast good knowledge of the local legal environment at an international standard ensures she reflects a very high level of professional excellence when representing clients.

### Dr. Justinas Usonis (LT)



**Dr. Justinas Usonis (LT)** has been attorney at law for 15 years and has big experience in the field of Employment law. Justinas is a member of Court of Honour of Advocates in Lithuanian Bar Association. As a member of IT development committee within Lithuanian Bar Association Justinas is dealing with robotic services development for Lithuanian attorneys at law. Justinas is associate professor in Vilnius University Faculty of Law and has rich experience in research activities, drafting of laws, participating in various working groups including means for strengthening social dialogue and problems of decent work. In 2015-2016 Justinas was member of the academia group for drafting a new Lithuanian Labour Code which now is adopted in parliament. He has delivered several reports on implementation of EU directives in Lithuania. Justinas has practices in leading and moderating various seminars and workshops. Justinas teach employment law course for law students in Vilnius University, reads lectures for public on topics of personal data protection, social law etc. At the same time, he was active member of academia (Head of University department), making researches and writing publications. Justinas was a head of various committees and working groups with employers' organisations. He was consulting various organisations and companies about legal issues, various legal actions, compliance.

### Tobias Gall (GE)



Attorney at the multinational law firm in Berlin with a focus on labor law with more than 20 years of experience in the field of labor law. Member of the Association of German Labor Lawyers (VdAA Verband Deutscher Arbeitsrechtsanwälte e.V.).