



Morpurgo e Associati

Studio Legale

TAILOR MADE LEGAL CONSULTING

Operational ideas



The Firm...

EMPLOYMENT LAW, TRADE UNION LAW AND SOCIAL INSURANCE

Established in 2012 by Claudio Morpurgo, the Firm - with a team of 15 professionals - assists **leading companies** in Italy, as well as managers, **CEOs and Directors** - both **in and out of court** - offering **day by day advice** in the credit, financial and insurance, transport, industrial, commercial, retail, **energy, textile, telecommunication, large-scale distribution, pharmaceutical, administration, advertising areas** as well as **healthcare and journalism**



The Firm has **recognized experience** in **agency and financial advisory relationships**

Morpurgo e Associati is **active in all labour matters, union and social security law**, ensuring a constant update on the most relevant news for the sector

Partners are associated with **AGI - Avvocati Giuslavoristi Italiani**



The approach



UNDERSTANDING THE CONTEXT

Rigor, flexibility, **problem solving**, and **speed** are at the basis of Morpurgo e Associati's working method, **whose partners support companies, and managers in developing strategies** and optimizing the approach to labour law issues

CONSOLIDATED EXPERIENCE

The **experience gained nationally and internationally** makes Morpurgo e Associati one of the **leading firms in Italy in the employment law sector**





Team

A TEAM OF EXPERTS

Morpurgo e Associati is **constantly involved in labour law matters**, in the support of **M&A** operations, corporate restructuring and reorganization, as well as in direct consultancy to companies and managers

Client-oriented approach and tailor-made professional support: the firm's professionals offer **prompt assistance and high level competence**



CLAUDIO MORPURGO – NAMING PARTNER - FOUNDER

Claudio assists some of the **most important companies in the Country** offering his experience and expertise in the field of labour, trade union and social security law

As an **expert financial mediator of executive employment relationships**, alongside managers and directors, Claudio covers - among other things - the areas of **consulting on remuneration policies** and short and long-term incentive schemes

Previously, Claudio **was a partner in various international law firms** (Bryan Cave LLP, Willkie Farr and Gallagher LLP, DLA Piper). He also held **many institutional positions**, including President of the Union of Italian Jewish Communities, Member of the European Council of Jewish Communities and Undersecretary to the Presidency of the Lombardy Region



Team



ANNA MENICATTI – PARTNER – CO-FOUNDER

Anna has gained specific expertise in the areas of [social security law, agency and distribution relationships, administration](#), as well as [privacy and employment security](#)

She is the head of [Morpurgo e Associati's international department](#), having gained significant experience in advising major foreign and domestic groups and companies on reorganisations and staff reductions, [collective bargaining and industrial relations, executive labour relations, outsourcing](#) and national and international secondments.

Anna previously worked in [international firms](#) such as Bryan Cave LLP, Willkie Farr and Gallagher LLP and DLA Piper.

ANDREA PAGLIA – PARTNER

Member of the Morpurgo e Associati team since its establishment, Andrea has always practised in the field of [employment, social security and trade union law](#), where he has developed experience, with a particular passion for [judicial and extrajudicial assistance](#) in the management and termination of subordinate and self-employed work relationships, including [administrative and agency relationships](#)

Andrea had previous collaborations with firms such as CBM e Partners and Di Martino e Associati





Publications and awards



PUBLICATIONS AND TRAINING

Morpurgo & Associati has always been active in the promotion of topics related to labour law, with [publications and collaborations with the relevant newspapers](#)

Claudio Morpurgo and the partners of the Firm regularly participate, as [speakers and lecturers](#), in specialized [conferences and seminars](#)

2021 LEGALCOMMUNITY AWARDS: AGENCY CONTRACTS - LAWYER OF THE YEAR

«During the research phase, his unique expertise in the agency contracts emerged strongly. The professional is recognized by clients and peers as one of the leading experts in this particular field of activity».

2020 – LEGALCOMMUNITY AWARDS: LAWYER OF THE YEAR – CLAUDIO MORPURGO

«As a labour outsider, 2019 was a super year for the professional, who successfully navigated all of the most complex labor, social security and union relations issues»



2020 – LEGALCOMMUNITY AWARDS: LAWYER OF THE YEAR - LITIGATION

«Among the most quoted in litigation, he leads a team able to be always attentive to client needs. He is a great professional who pays attention to details and always respects the deadlines»



Focus & targets

OUR APPROACH

Support, on a strategic and operational field, **management, transformation and reorganization process**

Ensuring the **legal contribution to the organization of HR** (such as contracts, processes and procedures, remuneration, labour relations, training and retraining, redundancies, etc.)

Refocusing HR on evolving business strategies



Stimulate **managerial leadership**

Support HR taking into account **the financial, operational and commercial needs**

Promote the **protection of reputation** (internal and external)

Pursue the **alignment of shareholder interests** with those of managers and employees

Safeguard and increase **internal competencies**



Modus operandi

TAILOR MADE LEGAL CONSULTING

- Extrajudicial labour assistance and consultancy
- Structured labour law assistance throughout the operating cycle
- Definition of contractual schemes and customized implementation



Multidisciplinary labour law assistance (corporate, judicial, tax, privacy, regulatory, compliance)

Tailor made consulting in person and through web tools

INNOVATING HR MODELS

Qualitative due diligence:

- Organizational charts and job descriptions
- Workloads and labour costs
- Remuneration policies
- Benefits and welfare policies
- Shifts and working hours
- Collective and individual performance
- Smart working
- Redundancy fund
- Supplementary bargaining
- Critical areas and disciplinary dynamics
- Low performers and ad hoc
- Early retirement
- Industrial relations and collective criteria
- Contracts and contractual schemes





Tools

A MULTIDISCIPLINARY APPROACH





CONTRACTS - DAY BY DAY REVIEW AND DRAFTING

- drafting of legal opinions and operational memoranda
- employment contracts for each category of employees
- employment contracts for consultants and collaborators
- agency and distribution contracts
- Specific contractual clauses: non-compete agreements, protection of company assets, confidentiality and privacy, retention, intellectual property
- Outsourcing and/or insourcing contracts
- Contracts of tender
- Severance
- termination of the employment relationship



Tools

HR MANAGEMENT

- Amendment to the terms of the employment contract
- disciplinary sanctions
- transfers and secondments
- changes of duties
- individual and collective redundancies
- labour law issues in relation to [M&A transactions](#)
- restructuring
- low performer
- retraining and training
- management of [international labour relations](#)



POLICY AND ORGANIZATION

- company procedures on all labour relations matters
- policies, handbooks, disciplinary code, D.Lgs. 231/2001 on administrative liability under the applicable Italian law
- Privacy policies, use of IT tools and e-mail
- organizational development (organizational charts and job descriptions, operating and performance indicators, etc.)
- disciplinary code and code of conduct
- smart working, remote working, agile working and co-working
- flexible working hours
- diversity and support for disadvantaged employees



REMUNERATION POLICIES

- Remuneration policies
- short- and medium/long-term incentive schemes
- target remuneration
- bonus schemes and profit sharing
- stock option and stock grant plans, warrant plans, welfare plans and bonus
- analysis on salary gap
- salary reviews
- definition, evaluation and performance incentive systems



TRADE UNION RELATIONS

- **Collective Agreements**
- interpretation of Collective Agreements
- participation in **Trade Union negotiations**
- assistance in the **negotiation and management strategy**
- consultation and **information procedures**
- support in **restructuring processes**
- **Collective redundancy procedures**
- procedures related to social shock absorbers
- **Collective transfer procedures**
- **Collective retraining and training agreements**



LEGAL ASSISTANCE

- **Judicial assistance at all stage and level of judgment** for labour disputes before Labor Courts and all judicial authorities
- **drafting of defensive acts** (pleadings, notes, appeals)
- investigation of cases, **preparation of defences** (analysis of documents, meetings with the client, examination of the case, strategy)
- **participation in hearings and any related activities**



Morpurgo e Associati

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I Soci di questo Studio aderiscono ad AGI - Avvocati Giuslavoristi Italiani