

## Sabina Krajíčková

### Of Counsel

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#### Bratislava

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#### Languages spoken

Czech | English | Spanish



### About Sabina

Sabina Krajíčková's practice focuses predominantly on labour law and employment matters. She has extensive experience in international projects and advising major global firms. She also regularly assists in data protection matters, including advising on internal corporate investigations from both employment and data protection perspectives. Additionally, Sabina offers advisory services in relation to intellectual property rights, delivering strategic solutions and support for the protection and enforcement of intellectual property within organisations.

Sabina's expertise covers a full spectrum of labour matters, from drafting employment agreements and managerial contracts, to arranging for termination of employment and negotiating with outgoing employees. Other key areas of focus include drafting various internal regulations and policies, providing counsel on statutory employee transfers (TUPE) and advising on immigration issues, anti-discrimination disputes and other employment-related enquiries. Sabina also frequently assists her clients by contributing to their due diligence processes in terms of employment assessment.

Sabina is also a member of the Czech Employment Lawyers Association (CzELA), which connects lawyers spending most of their professional time undertaking activities requiring knowledge of labour and employment law. The association also cooperates with multinational and international organisations undertaking similar activities.

In addition, Sabina holds a doctorate in European law.

### Experience

- Advising a luxury car manufacturer on all kinds of day-to-day employment matters, such as drafting and reviewing employment agreements and templates, setting up and reviewing internal policies, and disciplinary proceedings and employee dismissals.
- Advising an American technology company, which produces software for searching, monitoring and analysing machine-generated data via a web-style interface, on revising its template employment agreements and assessing the possibility of running know-your-employee checks before making new hires under the Czech Law.

- Assisting an American technology company in the process of purchasing a multinational supplier of computer networking products. This has involved providing legal services in relation to transforming the target's independent contractors into the client's direct employees, and revising employment agreements and other agreements entered into with employees, as well as issues such as how Czech laws approach workplace harassment.
- Advising a multinational pharmaceutical company on various employment matters, including drafting remote work policies and agreements, assisting with disciplinary proceedings against employees or negotiating with employees being dismissed.
- Providing day-to-day advice on employment matters to a major global logistics company.
- Advising a multinational universal bank, headquartered in the UK, with respect to the implementation of the Whistleblowing Directive into national law, and providing legal advice regarding local requirements.
- Advising an American global provider of industrial equipment, technologies and related parts, regarding a merger and global restructuring, including assistance with severance pay proposals.
- Advising a contract research organisation, which embeds employees in clinical trials for pharmaceutical companies, on agency employment conditions and regulations under the Czech Labour Code, and whether these regulations apply to the client's business in the country.
- Advising a Java development tools software company in an employee dismissals process, including preparation of the relevant documentation and personal negotiations with employees affected.
- Advising an American developer, manufacturer and supplier of automotive products on the termination of employment/dismissal of a member of its board of directors.
- Assisting a biotech company, which is working towards enabling high-resolution immune system profiling, with a due diligence review during its acquisition of several entities, including a branch in the Czech Republic.
- Assisting a multinational software corporation in relation to suspicions of gross noncompliance. This includes, among other things, a local corporate investigation, which corroborated some of these allegations, and advising the client on the necessary measures to be taken.
- Advising a world leading industrial manufacturer in relation to TUPE regulations, as well as in reviewing its internal employment policies and the intellectual property clauses in its employment agreements.
- Advising a car manufacture on sensitive labour law issues, such as workforce restructuring and employment litigation. This includes, in particular, assisting the client in several disputes regarding unfair dismissals, as well as representing the company in negotiations with opponents and authorities, and in court proceedings.
- Advising a subsidiary of an American developer, manufacturer, and supplier of products for automotive, commercial, aerospace, marine, rail and off-road vehicles in the Czech Republic in relation to an employee's long-term incapacity to work and the legal ways of terminating the employment.
- Providing advice on setting up whistleblowing channels and processes, including drafting relevant policies and other necessary documentation.
- Providing *pro bono* aid to Ukrainian refugees in connection with the conflict in Ukraine.

## Credentials

### Education

- Charles University in Prague, JUDr., 2022

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- Palacky University in Olomouc, Mgr., 2012
- Autonomous University of Madridexchange programme, 2010

## Admissions

- Czech Republic, 2015

## Memberships & Affiliations

- Member, Czech Employment Lawyers Association (CzELA)
- Member, European Employment Lawyers Association (EELA)

## Recognitions

- Ranked among Rising Stars in *The Legal 500 EMEA* 2024 in the Employment category.

## Expertise

### Services

- Business Immigration
- Labor & Employment

## About our firm

One of the world's strongest integrated law firms, providing insight at the point where law, business and government meet. We deliver commercially focused business solutions by combining our legal, lobbying and political capabilities and invaluable connections on the ground to a diverse mix of clients, from long-established leading corporations to emerging businesses, startup visionaries and sovereign nations. More than 1,500 lawyers in over 40 offices across four continents provide unrivaled access to expertise.