

The image is a collage. The top-left portion shows a person's hands and arms at a desk with a laptop. The bottom-left portion shows two people looking at a document. The bottom-right portion shows a person holding a tablet. A large, solid orange rectangle is centered over the collage, containing white text. The text is in a serif font and reads: "Welcome to the webinar!" followed by "We will begin shortly." on the next line.

Welcome to the webinar!
We will begin shortly.



Reassessing Redundancy in the Nordics:



Challenges and Key Measures for Consideration



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PETER WALTS

Chief Operating Officer
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RALPH: What is the current legal position on marijuana in the workplace?

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The ELA Presents



Reassessing Redundancy in the Nordics: Challenges and Key Measures for Consideration

Date: September 29, 2021

Time: 3:00 p.m. Central Europe Summer Time

9:00 a.m. Eastern Daylight Time

Duration: 1 hour



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Presentation Slides & Certificate of Attendance

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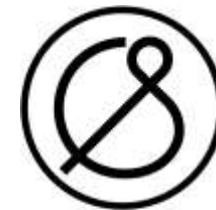
M O D E R A T O R

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**CASTRÉN
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Overview

Reassessing Redundancy in the Nordics: Challenges and Key Measures for Consideration

- Collective grounds and threshold
- Selection criteria
- Obligations to consult and re-hire
- Redundancy costs and packages
- Pitfalls to avoid



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Collective grounds and threshold



Rasmus Høj Christensen
Senior Counsel
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- The Danish Act on Collective Redundancies entails an obligation to initiate negotiations with the employees if statutory thresholds are exceeded.
- Obligation to inform and consult outside the Danish Act on Collective Redundancies?
- Selection of employees
- Severance cost and severance packages



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Procedures and selection criteria



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- Objectively justified basis for redundancies
- Mapping of organization, functions and qualifications
- What is a legal selection circuit? – legal entity, departments, group companies, matrix organizations
- Selection criteria – last in first out vs. other criteria
- Balancing of interests



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VINGE

Consultations and obligation to re-hire



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- In the majority of the EU countries, including the Nordics, a consultation process is required
- May be thresholds, no such limits under Swedish law
- Consultations in Sweden with trade unions party to a collective agreement or having members among the employees concerned
- An employee that has been employed more than 12 months in total during the last three years and is given notice of termination due to redundancy, enjoys a priority to be re-hired during the notice period and for 9 months thereafter
- Re-hire right is however subject to satisfactory qualifications

Questions?



Thank You!

M O D E R A T O R



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Castren & Snellman
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State/Province

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Speakers

Moderator



Tomi Kemppainen
Partner
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Rasmus Høj Christensen
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