

## Dr. Lars Mohnke

Partner  
Munich

### Biography

Lars Mohnke focuses on employment law advice concerning the acquisition and restructuring of undertakings, especially of insurances, including strategic planning, negotiating with employees' representatives, implementing planned measures and defending legal disputes.

Lars has more than fifteen years of experience in advising German and international companies and groups in the field of employment matters. He advises on all issues ranging from establishing to terminating employment relationships, drafting employment contracts and remuneration systems as well as establishing and terminating service relationships with managing directors and board members. He assists in drafting and negotiating works council agreements and collective bargaining agreements. Moreover, Lars advises and represents his clients during employment disputes against employees and employees' representatives.

Lars is a certified employment lawyer and regularly gives lectures on employment law issues. He has published various employment law articles and is author of the reference book *Beck'sches Formularbuch Arbeitsrecht* (C.H.Beck) and the employment law book *Stichwortkommentar Arbeitsrecht* (Nomos).

### Representative experience

Advising Generali Deutschland group on the reorganization of the German insurance business.



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### Languages

English  
German

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### Practices

Employment

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### Industries

Insurance  
Financial Institutions  
Life Sciences and Health Care

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### Education and admissions

#### Education

Leipzig University

Advising an insurance group on comprehensive restructuring and a cost-cutting program, including cost savings amounting to €140m and 1400 redundancies.

Advising an insurance group on the implementation of a new sales force remuneration system.

Advising AXA insurance on a cost-cutting program (€328m), including negotiations about a general framework regarding safeguarding operations and jobs.

Advising a Swiss insurance group on restructuring the German insurance business, including a cost-cutting program amounting to €40m.

Advising a TecDAX listed group regarding negotiations with IG Metall about company bargaining agreements and inclusion of a further group company.

Advising on employment law aspects of the merger of insurance companies Generali and Volksfürsorge, including post-merger harmonization of employment conditions.

Advising on the outsourcing of sales force functions of a German insurance company.

Advising Generali group on negotiations with the group works council regarding the establishment of two intercompany service providers.

## Awards and rankings

- Labor and Employment Law, *Best Lawyers*, 2022

## Latest thinking and events

- News
  - Facility-based mandatory vaccination applies from March 16, 2022!
- Analysis
  - Redundancy under German Labour Law - An Overview
- Analysis
  - Works constitution in Germany - An Overview

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