

Dr. Lars Mohnke

Counsel
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 twenty 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

Practices

Employment

Industries

Insurance
Financial Institutions
Life Sciences and Health Care

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

- Lars Mohnke was recognized in Best Lawyers™ in Germany 2024 for Labor and Employment Law, *Best Lawyers*, 2024
- Leading Lawyer for Labor Law, *WirtschaftsWoche in cooperation with Handelsblatt Research Institute*, 2024

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