



The CMA team is active in a wide range of labor and social security legal support activities using an integrated, multidisciplinary and preventive approach.

Advice in this area is of strategic importance and requires a specialized team able to provide adequate and effective solutions tailored for each client and for the industry where the client operates.

Our labor and social security law services include mainly:

- Advice on strategic human resources decisions including hiring, termination and professional development, service outsourcing, compensation packages, profit sharing plans, stock options, drafting internal regulations, internal policies, advice on practices to preempt complaints of alleged harassment, pain and suffering claims and other specific services in this area;
- Representing clients involved in labor litigation and supporting clients in pre-litigation scenarios to preempt labor claims;
- Advice on labor and immigration issues involving foreigners hired to work in Brazil and Brazilians hired to work abroad;
- Legal due diligence and advice on labor and social security issues involving ownership transactions in Brazil;
- Negotiating with Unions the implementation of collective labor agreements (compensatory time arrangements, authorization for Sunday work, special shifts, profit sharing, working hours and salary reductions, etc.), as well as general conditions applicable to our clients' businesses.
- Representing clients in civil actions in the public interest and in other proceedings involving the Labor Prosecution Office; defending clients' interests in relation to Ministry of Labor inspections and fines before the Ministry's Commission on Equal Opportunities for Gender, Race and Ethnicity and for People with Disabilities and Against Discrimination;
- Advice to human resources departments on labor issues related to supplemental pension plans.

AWARDS AND RECOGNITIONS

Leading Firm in Labor Advice

- Chambers Brazil: 2022
- Leaders League: 2019, 2020, 2021, 2022 and 2023

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