

## Prof Dr Michael Kliemt

Attorney  
Certified Employment Law Specialist  
Partner



## Expertise

On the evidence of the relevant ranking guides and business publications (JUVE, Legal 500, Chambers, Best Lawyers, Who's Who Legal etc.), Michael Kliemt is one of the leading employment lawyers in Germany. He advises international and national enterprises on all facets of employment law. He has an enormous wealth of experience in consultancy on restructurings; transformation, outsourcing and integration projects; flexibilisation, simplification and optimisation of employment conditions (above all working hours, remuneration) and the implementation of IT systems. In this work, he undertakes both the strategic conceptual design and also the negotiations with trade unions and works councils on collective agreements (above all company wage agreement, membership without commitment to collective agreement, change in pay rates), reconciliation of interests, social compensation plan, transfer agreements and works agreements, and also the implementation of these measures and conducting proceedings before conciliation bodies. At the same time he regularly accompanies complex compliance and whistleblower cases. A further central interest of Michael Kliemt's is advising board members, directors and supervisory boards on entering into, renewing and terminating service contracts, including all questions of liability of company officers and representative bodies (for example conducting and defending damages proceedings for officers' and directors' liability). He has acted as an arbitrator on a large number of important arbitration proceedings. The JUVE directory has for many years described Michael Kliemt as one of the „leading names in senior executive consultancy“.

### KLIEMT. Arbeitsrecht

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Languages: German, English

## Bio

- Attorney since 1995, Certified Employment Law Specialist since 1999
- 2002 Founding partner of KLIEMT.HR Lawyers
- 1997 Partner with Clifford Chance, one of the largest international law firms.  
Founded their Düsseldorf office and development and head of the employment-law department
- Previously partner with Wessing Berenberg-Gossler Zimmermann Lange (today: Taylor Wessing)
- Honorary professor for employment law, Saarland University, since 2006

- Doctorate on the topic of formal requirements in employment law 1995 under Prof. Dr. Dr. h.c. mult. Peter Hanau in Cologne
- Academic research assistant at the chair of the well-known employment-law specialists Prof. Dr. Dr. h.c. mult. Peter Hanau in Cologne and Prof. Dr. Dr. h.c. Ulrich Preis in Hagen
- Law studies at Cologne University

## Memberships

- Deutscher Arbeitsgerichtsverband
- Deutsch-Japanische Gesellschaft für Arbeitsrecht
- AbA – Arbeitsgemeinschaft für betriebliche Altersversorgung e.V.
- Arbeitsgemeinschaft Arbeitsrecht im Deutschen Anwaltsverein (DAV)
- Mitglied des Justizprüfungsamtes des Saarlandes seit 2001

## References

- „Lawyer of the Year 2019“ in Nordrhein-Westfalen im Bereich Labor & Employment Law (Best Lawyers 2018/2019)
- „Kliemt is widely reknowned as one of the leading practitioners in Germany, and is considered ‚up there with the very best‘ by market commentators“. He is one of five “most highly regarded individuals“ in Labour & Employment in Germany. (Who’s Who Legal Germany 2018)
- „Key figure in the market‘ who is ‚well respected and well regarded. (...) Clients highlight his ‚excellent client service and his relevant expertise‘and regard him as someone they turn to for ‚the most complex and critical matters.‘ He is highly sought after for advice on reorganisations, postmerger integrations and collective agreements.“(Chambers Europe 2018)
- „Mittlerweile Grandseigneur im Arbeitsrecht“, „kennt alles“, „enorme Erfahrung“ (JUVE-Handbuch 2018/2019)
- Einer der „führenden Namen im Arbeitsrecht“ in Deutschland (Legal 500 Deutschland 2018)
- „Outstanding lawyer with no airs and graces“ (competitor, JUVE German Commercial Law Firms 2018)
- „Outstanding“; „runs a law firm with a national reputation and everyone knows him“, „noted for his expertise in collective labour law“ (Chambers Global Guide 2017)
- „Herausragende Anwaltpersönlichkeit ohne Allüren“ (Wettbewerber, JUVE Handbuch 2016/2017)
- „Michael Kliemt is one of Germany’s foremost authorities on labour and employment law with long-standing experience of successfully negotiating collective agreements“ (Who is who Labour & Employment 2018)

- „Durchsetzungsstark“; „kennt alles und hat enorme Erfahrung“  
(Wettbewerber, JUVE Handbuch 2015/2016)
- „Sehr fokussiert, hoch professionell“  
(Wettbewerber, JUVE Handbuch 2014/2015)
- „sehr guter und gewandter Verhandler“  
(Wettbewerber, JUVE-Handbuch 2013/2014)
- „is renowned for his superb labour and employment practice and his depth of experience in the area“ (Who’s Who Legal 2018)
- Auszeichnung als einer der 40 führenden Köpfe im Personalwesen  
(Personalmagazin 2009)
- „provides ‚bespoke advice‘ to companies in relation to employment matters and, really takes time to understand his clients’ businesses“ (Who’s Who Legal 2017)
- “He is an outstanding personality and has business understanding which goes far beyond that of any other lawyer I have worked with” - “Professor Kliemt is an outstanding business partner with deep knowledge of employment law practices. A top business lawyer all round.” – “He has advised our company for a long time and we have always been fully satisfied.” (ILO Client Choice Guide 2011, What clients said)
- „He is exceptionally well regarded among peers and clients for his distinguished practice.“ (...) Kliemt is one of the top five practitioners in Germany (for employment related work) and is known for providing ‘clearly laid-out and practical advice’.” (Who is who Legal Germany 2017)