

Contents

Part I EU Law and EU Countries

1. European Union Law	3
Jens Kirchner and Sascha Morgenroth	
A. Introduction	3
B. Executive Summary	4
C. Development of Labour Law in the European Union	4
D. Sources of Law	5
I. Primary Law	5
II. Secondary Law	5
III. Protocol on Social Policy	6
IV. The Jurisdiction of the European Court of Justice	6
E. General Principles of European Labour Law	6
I. The Free Movement of Workers	7
II. The Freedom of Establishment	7
III. Freedom of Services Principle	7
IV. Equality of Treatment of Men and Women	8
F. Council Directive 2001/23/EC on Transfers of Undertakings	8
I. Scope of Application	9
II. Safeguarding of Employees' Rights	11
III. Impact of the Transfer on Employees' Representative Bodies	14
IV. Impact of Transfer on Collective Agreements	15
V. Impact of Transfer on Company Pensions Entitlement	15
VI. Insolvency	16
G. Council Directive 2001/23/EC of 12 March 2001 on the Approximation of the Laws of the Member States Relating to the Safeguarding of Employees' Rights in the Event of Transfers of Undertakings, Businesses or Parts of Undertakings or Businesses	16

v

H. Leading European Court of Justice Cases	25
I. European Court of Justice (18 March 1986—C-24/85) <i>Spijkers ./. Benedik</i>	25
II. European Court of Justice (10 February 1988—C-324/86) <i>Tellerup ./. Daddy's Dance Hall</i>	25
III. European Court of Justice (15 June 1988—C-101/87) <i>Bork International ./. Foreningen af Arbejdsledere I Danmark</i>	26
IV. European Court of Justice (14 April 1994—C-392/92) <i>Christel Schmidt ./. Spar- und Leihkasse der früheren Ämter Bordesholm, Kiel und Cronshagen</i>	27
V. European Court of Justice (19 September 1995—C-48/94) <i>Ledernes Hovedorganisation, agissant pour Rygaard ./. Dansk Arbejdsgiverforening, agissant pour Strø Mølle Akustik</i>	28
VI. European Court of Justice (7 December 1995—C-472/93) <i>Spano ./. Fiat Geotech and Fiat Hitachi Excavators</i>	28
VII. European Court of Justice (7 March 1996—C-171/94 and C-172/94) <i>Merckx and Neuhuys ./. Ford Motors Company Belgium</i>	29
VIII. European Court of Justice (11 March 1997—C-13/95) <i>Ayşe Süzen ./. Zehnacker Gebäudereinigung GmbH Krankenhausservice</i>	30
IX. European Court of Justice (10 December 1998—C-127/96) <i>Hernández Vidal</i>	31
X. European Court of Justice (10 December 1998—C-173/96 and C-247/96) <i>Hidalgo and Others</i>	31
XI. European Court of Justice (2 December 1999—C-234/98) <i>Allen and Others</i>	32
XII. European Court of Justice (26 September 2000—C-175/99) <i>Mayeur</i>	32
XIII. European Court of Justice (24 January 2002—C-51/00) <i>Temco</i>	33
XIV. European Court of Justice (20 November 2003—C-340/01) <i>Carlito Abler and Others</i>	34
XV. European Court of Justice (15 December 2005—C-232/04 and C-233/04) <i>Güney-Görres and Demir</i>	34
XVI. European Court of Justice (12 February 2009—C-466/07) <i>Klarenberg</i>	35
XVII. European Court of Justice (11 June 2009—C-561/07) <i>Commission ./. Italy</i>	36
XVIII. European Court of Justice (21 October 2010—C-242/09) <i>Albron Catering</i>	36
XIX. European Court of Justice (20 January 2011—C-463/09) <i>CLECE</i>	37
XX. European Court of Justice (11 June 2011—C-108/10) <i>Scattolon</i>	38

XXI. European Court of Justice (18 July 2013—C-426/11) <i>Alemo-Herron and Others</i>	38
2. Austria	39
Stephan Nitzl and Christian Stuppniß	
A. Introduction/Sources of Law	39
B. Executive Summary	40
C. Transfer of Business in Austria	40
I. Scope of Application	40
II. Safeguarding of Employees' Rights	43
III. Impact on the Employees' Representatives Bodies	49
IV. Impact on Collective Agreements	51
V. Impact on Company Pension Entitlements	52
VI. Insolvency	52
D. Leading Cases	52
I. Austrian High Court of Justice (22 November 2007–8 Ob A 64/07f): Transfer of Business with Regard to Temporary Staff Businesses	52
II. Austrian High Court of Justice (8 August 2007–9 Ob A 55/07i): Transfer of Business and Concurrent Termination of Employment . . .	53
III. High Court of Justice (7 October 1998–9 Ob A 193/98t): Essential Aspects of a Transfer of Business	54
E. Grouping of Important Cases	54
I. Economic Entity	54
II. Continuation of the Same Business	55
III. Transfer of Tangible and Intangible Assets	55
IV. Transfer of Employees and/or Know-How	55
F. Deviation in Relation to European Union Law	55
I. Right to Object	55
II. Termination of Employment in the Context of the Transfer	56
G. M&A Transactions: Asset and Share Deals	56
H. Cross-Border Transfer of Business	56
I. Excerpts from the Austrian Law Amending the Labour Contract Law	57
3. Belgium	65
Eddy Lievens	
A. Introduction/Sources of Law	65
B. Executive Summary	66
C. Transfer of Business in Belgium (overdracht van onderneming, transfert d'entreprise)	67
I. Scope of Application	67
II. Safeguarding of Employees' Rights	71
III. Impact on the Employees' Representatives Bodies	77
IV. Impact on Collective Agreements	82
V. Impact on Company Pension Entitlements	83
VI. Insolvency	84

D. Leading Cases	86
I. Supreme Court (31 March 2003—S020084N) Consequences of Transfer of Business on Application of Collective Bargaining Agreement	86
II. Labour Court of Appeal of Brussels (7 January 2008—45.284 and 10 October 2008—50.053) Transfer of Catering with Reference to <i>Carlito Abler and Others</i>	87
III. Supreme Court (7 May 2012—S.10.0085.N) Transfer of Catering with Reference to <i>Carlito Abler and Others</i>	87
IV. Supreme Court (28 January 2013—S.11.0132.N)	87
E. Grouping of Important Cases	88
I. Labour Intensive Activities	88
II. Activities Requiring Tangible Assets	88
F. Deviation in Relation to European Union Law	88
I. No Time Limit on the Applicability of CBAs to the Transferee . . .	88
II. The Incorporation of Individual Rights in the Individual Terms and Conditions of Employment	89
III. No Right of Refusal for the Employees	89
G. M&A Transactions: Asset and Share Deals	89
I. Asset Deal	90
II. Share Deal	91
H. Cross-Border Transfer of Business	92
I. Excerpts from the Belgian Collective Bargaining Agreement n ^o 32bis of 7 June 1985	93
4. The Czech Republic	111
Petr Samec and Markéta Cibulková	
A. Introduction/Sources of Law	111
B. Executive Summary	112
C. Transfer of Business in the Czech Republic	113
I. Scope of Application	113
II. Safeguarding of Employees' Rights	116
III. Impact on the Employees' Representatives Bodies	120
IV. Impact on Collective Agreements	121
V. Impact on Company Pension Entitlements	122
VI. Insolvency	122
D. Leading Cases	123
I. Case No. 21 Cdo 3046/2013 (Resolution of the Supreme Court of 24 September 2014)	123
II. Case No. 21 Cdo 2911/2012 (Resolution of the Supreme Court of 4 November 2013)	124
III. Case No. 21 Cdo 3945/2008 (Resolution of the Supreme Court of 14 January 2010)	125
IV. Case No. 21 Cdo 1840/2010 (Resolution of the Supreme Court of 22 November 2011)	126

V. Case No. 21 Cdo 449/2008 (Resolution of the Supreme Court of 18 December 2008)	126
VI. Case No. 21 Cdo 1567/2006 (Resolution of the Supreme Court of 6 September 2007)	127
VII. Case No. 21 Cdo 2190/2009 (Resolution of the Supreme Court of 9 September 2010)	127
E. Grouping of Important Cases	128
I. Object of a Contract for Sale	128
II. Transfer of a Part of a Business	129
III. Transfer of Obligations	129
IV. Relationship Between the Business and Members of Its Board	130
F. Deviation in Relation to European Union Law	130
I. Terminological Structure	130
II. Insolvency	131
III. Substantial Detrimental Change in Working Conditions	131
G. M&A Transactions: Asset and Share Deals	132
I. Asset Deal	132
II. Share Deal	132
H. Cross-Border Transfer of Business	133
I. Seven-Criteria Test of the European Court of Justice	133
II. Applicable Law	133
I. Excerpts from the Czech Labour Code	134
5. Denmark	145
Jonas Enkegaard and Kristine Friis Nolsø	
A. Introduction/Sources of Law	145
B. Executive Summary	146
C. Transfer of Business in Denmark (<i>virksomhedsoverdragelse</i>)	147
I. Scope of Application	147
II. Safeguarding of Employees' Rights	154
III. Impact on the Employees' Representatives Bodies	162
IV. Impact on Collective Agreements	163
V. Impact on Company Pension Entitlements	164
VI. Insolvency	165
D. Leading Cases	166
I. Supreme Court Case (U1970.807H)	167
II. Maritime and Commercial Court Case (U1984.310SH)	167
III. Supreme Court Case (U1993.11H)	167
IV. Labour Court Case <i>Ri-Bus</i> (28 June 1994)	167
V. Supreme Court Case <i>Scandic</i> (U2001/1993H)	167
VI. Labour Court Case <i>Nordren</i> (25 May 2005)	168
VII. High Court Case (U2009.307 V)	168
VIII. High Court Case <i>Concordia J. Arriva</i> (3 March 2011)	168

E. Grouping of Important Cases	168
I. Retention of Identity	168
II. Personal Scope	169
III. Right to Objection	169
IV. Liability for Employee Claims	169
F. Deviation in Relation to European Union Law	169
I. Collective Agreements	169
II. Bankruptcy	169
III. Information and Consultation	170
IV. Joint and Several Liability	170
G. M&A Transactions: Asset and Share Deals	170
I. Asset Deal	171
II. Share Deal	172
H. Cross-Border Transfer of Business	172
I. General Applicability of the Act	172
II. Transfer of Business	173
III. Applicable Law	173
I. Excerpts from the Danish Consolidated Act No. 710 of 20 August 2002	175
6. France	181
Philippe Danesi and Marie-Astrid Bethenod	
A. Introduction/Sources of Law	181
B. Executive Summary	182
C. Transfer of Business in France	182
I. Scope of Application	182
II. Safeguarding of Employees' Rights	186
III. Impact on the Employees' Representative Bodies	189
IV. Impact on Collective Agreements	190
V. Impact on Company Pension Entitlements	191
VI. Insolvency	192
D. Leading Cases	192
I. French Supreme Court, Plenary Assembly (16 March 1990—n° 89-45.730)	193
II. French Supreme Court (18 July 2000—n° 99-13.976)	193
III. French Supreme Court (17 December 2003—n° 02-44.358)	194
IV. French Supreme Court (25 October 2006—n° 04-47784)	194
V. French Supreme Court (4 October 1995—n° 93-46.181)	194
VI. French Supreme Court (15 November 1985—n° 82-40.301)	195
E. Grouping of Important Cases	195
I. The Extension of the Application of the TUPE Provisions	195
II. The Limitation of the Application of the TUPE Provisions	196

F. Deviation in Relation to European Union Law	197
I. Right of Objection	197
II. Impact of the Transfer on Collective Agreements	197
III. Impact of the Transfer on Company Pension Schemes	197
G. M&A Transactions: Asset and Share Deals	197
I. Asset Deal	198
II. Share Deal	198
H. Cross-Border Transfer of Business	200
I. Transfer Within the European Union	200
II. Transfer Outside the European Union	200
I. Excerpts from the French Labour Code	201
7. Germany	205
Jens Kirchner and Sascha Morgenroth	
A. Introduction/Sources of Law	205
B. Executive Summary	206
C. Transfer of Business in Germany (<i>Betriebsübergang</i>)	206
I. Scope of Application	206
II. Safeguarding of Employees' Rights	210
III. Impact on the Employees' Representative Bodies	216
IV. Impact on Collective Agreements	216
V. Impact on Company Pension Entitlements	217
VI. Insolvency	218
D. Leading Cases	219
I. Federal Labour Court (22 May 1997-8 AZR 101/96) Following the European Court of Justice Case <i>Ayşe Süzen ./. Zehnacker Gebäudereinigung</i>	219
II. Federal Labour Court (10 December 1998-8 AZR 676/97), Transfer of Service Contract	219
III. Federal Labour Court (13 June 2006-8 AZR 271/05) Following the European Court of Justice Case <i>Güney-Görres and Demir</i>	220
IV. Federal Labour Court (22 January 2009-8 AZR 158/07) with Reference to the European Court of Justice Case <i>Klarenberg</i>	220
V. Federal Labour Court (25 June 2009-8 AZR 258/08), Transfer of a Call Centre	221
E. Grouping of Important Cases	221
I. Intangible Assets	222
II. Tangible Assets	223
F. Deviation in Relation to European Union Law	224
I. Joint Liability of the Transferor and the Transferee	224
II. Information	224
III. Right of Objection	224
IV. Insolvency	225
V. Impact of the Transfer on Company Pension Schemes	225

VI. Impact of the Transfer on Collective Agreements	225
G. M&A Transactions: Asset and Share Deals	226
I. Asset Deal	226
II. Share Deal	227
H. Cross-Border Transfer of Business	229
I. General Applicability of sec. 613a Civil Code	229
II. Seven-Criterion-Test of the ECJ and Geographic Distances	229
III. Applicable Law	230
I. Excerpt from the German Civil Code	232
8. Hungary	235
Helga Fehér	
A. Introduction/Sources of Law	235
B. Executive Summary	236
C. Transfer of Business in Hungary (<i>A munkáltató személyé-ben</i> <i>bekövetkező változás, The Change of the Employer</i>)	236
I. Scope of Application	237
II. Safeguarding of Employees' Rights	240
III. Impact on the Employees' Representative Bodies	248
IV. Impact on Collective Agreements	249
V. Impact on Company Pension Entitlements	250
VI. Insolvency	250
D. Leading Cases	252
I. BH 1995/189	252
II. BH 1995/493	252
III. BH 2000/467	252
IV. BH 2003/435	252
V. BH 2007/99	253
E. Grouping of Important Cases	253
I. Scope of Application of the Transfer of Business Rules	253
II. Continuity of Employments	253
III. Triangle Agreements	253
F. Deviation in Relation to European Union Law	254
I. Applying the Transfer of Business Rules for Business Entities Subject to Liquidation (Insolvency) Procedures	254
II. Special Form of Notice in Order to Protect Employees from the Detrimental Changes Resulting from the Transfer	254
G. M&A Transactions: Asset and Share Deals	255
I. Asset Deals	255
II. Share Deals	255
H. Cross-Border Transfer of Business	256
I. Application of the Transfer of Business Rules to Cross-Border Transfers	256
II. Special Protection of Employees' Interests	256
I. Excerpts from the Hungarian Labour Code	257

9. Italy	261
Fabrizio Morelli	
A. Introduction/Sources of Law	261
B. Executive Summary	262
C. Transfer of Business in Italy	263
I. Scope of Application	263
II. Safeguarding of Employees' Rights	265
III. Impact on the Employees' Representatives Bodies	269
IV. Impact on Collective Agreements	269
V. Impact on Company Pension Entitlements	270
VI. Insolvency	271
D. Leading Cases	272
I. European Court of Justice (7 December 1995—C-472/93)	
<i>Spano J. Fiat Geotech and Fiat Hitachi Excavators</i>	273
II. European Court of Justice (11 June 2009—C-561/07)	
<i>Commission J. Italy</i>	273
III. European Court of Justice (11 June 2011—C-108/10)	
<i>Scattolon</i>	274
E. Grouping of Important Cases	274
F. Deviation in Relation to European Union Law	276
I. Joint Liability of the Transferor and the Transferee	276
II. Information and Consultation Obligations	276
III. Right of Challenging the Transfer of the Employment	
Contract	277
IV. Transfer of an Undertaking in Crisis	277
V. Impact of the Transfer on Collective Agreements	278
VI. Priority Right in Case of New Hiring	278
G. M&A Transactions: Asset and Share Deals	279
I. Asset Deal	279
II. Share Deal	279
H. Cross-Border Transfer of Business	279
I. Excerpts from the Italian Civil Code and the Law of	
29 December 1990, no. 428	281
10. The Netherlands	287
Hélène Bogaard	
A. Introduction/Sources of Law	287
B. Executive Summary	288
C. Transfer of Business in the Netherlands	288
I. Scope of Application	288
II. Safeguarding of Employees' Rights	293
III. Impact on the Employees' Representatives Bodies	299
IV. Impact on Collective Agreements	300
V. Impact on Company Pension Entitlements	301
VI. Insolvency	302

D. Leading Cases	302
I. HC, 26 May 2000, JAR 2000/152 (<i>Veenendaal./. Van Vuuren</i>)	302
II. HC, 11 February 2005, JAR 2005/67 (<i>Memedovic./. Asito</i>)	302
III. Court Amsterdam, 10 November 2008, JAR 2008/302 (<i>ING./. Astron</i>)	303
IV. HC, 5 April 2013, JAR 2013/125 (<i>Heineken./. Albron</i>)	303
E. Grouping of Important Cases	304
F. Deviation in Relation to European Union Law	305
G. M&A Transactions: Asset and Share Deals	305
H. Cross-Border Transfer of Business	306
I. Court Zaandam, 26 September 2007, JAR 2008/67	306
II. Court Eindhoven, 9 September 2008, JAR 2008/271	306
I. Excerpts from the Dutch Civil Code	307
11. Poland	313
Agnieszka Lechman-Filipiak and Katarzyna Magnuska	
A. Introduction/Sources of Law	313
B. Executive Summary	314
C. Transfer of Business in Poland	315
I. Scope of Application	315
II. Safeguarding of Employees' Rights	318
III. Impact on Employees' Representative Bodies	322
IV. Impact on Collective Agreements	325
V. Impact on Company Pension Entitlements	327
VI. Insolvency	329
D. Leading Cases	331
I. Supreme Court (29 April 1993—I PZP 9/93)—Resolution	331
II. Supreme Court (7 June 1994—I PZP 20/94)—Resolution	332
III. Supreme Court (3 April 2010—I PK 210/09)—Verdict	332
IV. Supreme Court (8 March 2013—III PZP 1/13)—Resolution	332
E. Grouping of Important Cases	333
I. Subject of a Transaction as an Undertaking	333
II. Retaining the Identity of the Business	334
III. Assuming Control	334
F. Deviation in Relation to European Union Law	335
I. Scope of Application	335
II. Information Obligation	335
III. Transferee's Liability Connected with Collective Labour Agreements	336
IV. Status of the Employees' Representative Bodies	336
V. Employee's Right to Terminate the Employment Relationship with the Transferee	337
G. M&A Transactions: Asset and Share Deals	337
H. Cross-Border Transfer of Business	338

I. Excerpts from the Polish Labour Code, the Act on Trade Unions, the Act on Company Social Benefits Fund, the Regulations of the Minister of Labour and Social Policy of 28 May 1996 and the Act on Employees' Pension Schemes	340
12. Romania	351
Monica Georgiadis	
A. Introduction/Sources of Law	351
B. Executive Summary	352
C. Transfer of Business in Romania	353
I. Scope of Application	353
II. Safeguarding of Employees' Rights	355
III. Impact on the Employees' Representatives Bodies	361
IV. Impact on Collective Agreements	363
V. Impact on Company Pension Entitlements	364
VI. Insolvency	364
D. Leading Cases	365
I. Alba Iulia Court of Appeal, Civil Decision No. 1257/03.12.2007	365
II. Iasi Court of Appeal, Civil Decision No. 542/2008	366
III. Bucharest Court of Appeal, Civil Decision No. 5050/R/07.07.2009	367
IV. Bucharest Court of Appeal, Civil Decision No. 6246/R/04.11.2009	367
V. Bucharest Court of Appeal, Civil Decision No. 5942/R/05.10.2011	368
E. Grouping of Important Cases	368
I. A Change in Ownership Is a Necessary Condition	369
II. A Change in Ownership Is Deemed Irrelevant	369
F. Deviation in Relation to European Union Law	369
I. Meaning of "Transfer" and "Undertaking"	369
II. The Administrative Reorganisation of Public Administrative Authorities	370
III. Seagoing Vessels	370
IV. Applicability of Collective Agreements	371
V. Employees' Rights to Old Age, Invalidity or Survivors' Benefits Under Supplementary Company or Intercompany Schemes	371
VI. Protection Against Dismissal	371
VII. Insolvency	372
VIII. Content of Information	372
G. M&A Transactions: Asset and Share Deals	373
I. Asset Deal	373
II. Share Deal	374
H. Cross-Border Transfer of Business	374
I. Debatable Applicability of Romanian TUPE Law	375

II. Potential Transfer of Undertaking Within the EU/EEA	375
III. Transfer of Undertaking Outside the EEA	375
I. Excerpts from Romanian Law No. 67/2006 and Law No. 53/2003 (Labour Code)	377
13. Spain	385
Pilar Menor	
A. Introduction/Sources of Law	385
B. Executive Summary	386
C. Transfer of Business in Spain	386
I. Scope of Application	386
II. Safeguarding of Employees' Rights	389
III. Impact on the Employee Representatives Bodies	392
IV. Impact on Collective Agreements	392
V. Impact on Company Pension Entitlements	393
VI. Insolvency	393
D. Leading Cases	394
I. Supreme Court (13 March 1990): The Need to Transfer an Exploitable Business Unit	394
II. Supreme Court (19 March 2002): Requirements for a Transfer of Undertaking to Arise	395
III. Supreme Court (30 April 2002): Contractual Subrogation	395
IV. Supreme Court (27 October 2004): Transfer of Staff	395
V. Supreme Court (24 September 2012): Factors That Must Exist When Mortgaged Property is Sold in Judicial Proceedings, in Order to Amount to a Transfer of an Undertaking	396
VI. Spanish National Court (Labour Chamber, Section 1), Judgment No. 145-2013 of 15 July 2013: Transfers of Undertakings in the Contact Centre Sector	397
E. Grouping of Important Cases	398
I. Sectors of Activity Essentially Based on Manpower	398
II. Sectors of Activity Rich in Assets and Not Essentially Based on Manpower	399
F. Deviation in Relation to European Union Law	399
I. Safeguarding of Employees' Rights	399
II. Information	400
III. Right of Objection	400
G. M&A Transactions: Asset and Share Deals	400
I. Asset Deal	401
II. Share Deal	402
H. Cross-Border Transfer of Business	403
I. Territorial Application	403
II. Implications	404
I. Excerpt from the Spanish Workers' Statute	405

14. Sweden	409
Johan Sundberg and Emil Ödling	
A. Introduction/Sources of Law	409
B. Executive Summary	410
C. Transfer of Business in Sweden	411
I. Scope of Application	411
II. Safeguarding of Employees' Rights	413
III. Impact on Employees' Representatives Bodies	415
IV. Impact on Collective Agreements	415
V. Impact on Company Pension Entitlements	417
VI. Insolvency	418
D. Leading Cases	419
I. AD 1996 nr 49	419
II. AD 1998 nr 121	420
III. AD 1998 nr 146	420
IV. AD 2001 nr 101	420
E. Grouping of Important Cases	420
I. Labour Intensive Businesses	421
II. Asset Intensive Businesses	421
F. Deviation in Relation to European Union Law	422
I. Public Undertakings and Seagoing Vessels	422
II. Joint Liability of the Transferor and the Transferee	422
III. Right of Objection	422
IV. Information	423
G. M&A Transactions: Asset and Share Deals	423
I. Asset Deal	423
II. Share Deal	424
H. Cross-Border Transfer of Business	425
I. Excerpt from the Swedish Employment Protection Act	426
15. United Kingdom	427
Tim Marshall and Kate Hodgkiss	
A. Introduction/Sources of Law	427
B. Executive Summary	428
C. Transfer of Business in the United Kingdom	428
I. Scope of Application	428
II. Safeguarding of Employees' Rights	432
III. Impact on the Employees' Representative Bodies	438
IV. Impact on Collective Agreements	438
V. Impact on Company Pension Entitlements	440
VI. Insolvency	440
D. Leading Cases	441
I. Fairhurst Ward Abbotts v Botes Building Ltd [2004]	
IRLR 304 CA	442
II. Ceva Freight (UK) Ltd v Seawell Ltd [2013] CSIH 59	442

III. Kimberley Group Housing Ltd v (1) Hambley and Ors (2) Leena Homes Ltd (3) Angel Services (UK) Ltd UKEAT/0488/07 and Angel Services (UK) Ltd v (1) Hambley and Ors (2) Kimberley Group Housing Ltd (3) Leena Homes Ltd UKEAT/0489/07	443
IV. Oxford University v Humphreys [2000] IRLR 183 CA	443
V. Tapere v South London and Maudsley NHS Trust [2009] IRLR 972 EAT	444
E. Grouping of Important Cases	444
I. Is There an Undertaking?	445
II. Whether There Has Been a Transfer	445
F. Deviation in Relation to European Union Law	446
I. Protection Against Dismissal	446
II. Information and Consultation	447
III. Right of Objection	447
IV. Collective Agreements	447
G. Asset Deal and Share Deal: Duties and Possible Liabilities	448
I. Asset Deal	448
II. Share Deal	449
H. Cross-Border Transfer of Business	451
I. Territorial Application	451
II. Implications	452
I. Excerpts from the Transfer of Undertakings (Protection of Employment) Regulations 2006	452

Part II Non-EU Countries in Wider Europe

16. Russia	465
Vladislav Mazur	
A. Introduction/Sources of Law	465
B. Executive Summary	466
C. Transfer of Business in Russia	466
I. Scope of Application	467
II. Safeguarding of Employees' Rights	467
III. Impact on the Employees' Representatives Bodies	469
IV. Impact on Collective Agreements	470
V. Impact on Company Pension Entitlements	470
VI. Insolvency	470
D. Leading Cases	471
I. Resolution of the Plenum of the Supreme Court of the Russian Federation Dated 17 March 2004 (Resolution)	471
II. Decision of the Moscow Region Court Dated 16 March 2006, No. 33-1752; Appeal Decision of the Kalinigrad Region Court Dated 15 May 2013, No. 33-1968/2013	471
III. Decisions Related to Redundancy of Employees	472
E. Grouping of Important Cases	472

F. Deviation in Relation to European Union Law	472
G. M&A Transactions: Asset and Share Deals	472
H. Cross-Border Transfer of Business	472
I. Excerpts from the Labour Code and the Civil Code of the Russian Federation	473
17. Switzerland	481
Vincent Carron and Anne Roux-Fouillet	
A. Introduction/Sources of Law	481
B. Executive Summary	482
C. Transfer of Business in Switzerland (<i>Betriebsübergang/transfert d'entreprise</i>)	483
I. Scope of Application	483
II. Safeguarding of Employees' Rights	486
III. Impact on the Employees' Representatives Bodies	494
IV. Impact on Collective Agreements	495
V. Impact on Company Pension Entitlements	495
VI. Insolvency	496
D. Leading Cases	496
I. Swiss Supreme Court Decision of 5 August 2005 (BGE 132 III 32)	496
II. Swiss Supreme Court Decision of 20 August 1997 (BGE 123 III 466)	498
III. Swiss Supreme Court Decision of 8 October 2010 (BGE 136 III 552)	499
IV. Swiss Supreme Court Decision of 28 November 2011 (BGE 137 V 463)	500
E. Grouping of Important Cases	500
F. Deviation in Relation to European Union Law	501
G. M&A Transactions: Asset and Share Deals	502
H. Cross-Border Transfer of Business	502
I. Excerpts from the Swiss Code of Obligations	503
18. Turkey	505
Melek Onaran Yüksel	
A. Introduction/Sources of Law	505
B. Executive Summary	506
C. Transfer of Business in Turkey	507
I. Scope of Application	507
II. Safeguarding of Employees' Rights	510
III. Impact on the Employees' Representative Bodies	514
IV. Impact on Collective Agreements	515
V. Impact on Company Pension Entitlements	516
VI. Insolvency	516

D. Leading Cases	516
I. 9th Civil Chamber of Court of Appeal (2009/17867 E., 2011/17318 K., 09.06.2011 T.)	517
II. 9th Civil Chamber of Court of Appeal (2009/16391 E., 2011/36852 K., 11.10.2011 T.)	517
III. 9th Civil Chamber of Court of Appeal (2009/2013/5587 E., 2013/9305 K., 19.3.2013 T.)	517
IV. 9th Civil Chamber of Court of Appeal (2009/42958 E., 2010/354 K., 19.1.2010 T.)	518
V. 9th Civil Chamber of Court of Appeal (2009/10242 E., 2011/10048 K., 04.04.2011 T.)	518
E. Grouping of Important Cases	518
I. Intangible Assets	518
II. Tangible Assets	519
III. Information	520
IV. Right of Objection	520
V. Insolvency	520
VI. Impact of the Transfer on Company Pension Schemes	521
VII. Impact of the Transfer on Collective Agreements	521
F. M&A Transactions: Asset and Share Deals	521
I. Asset Deal	522
II. Share Deal	522
G. Cross-Border Transfer of Business	523
H. Excerpts from the Turkish Labour Law, Commercial Law, Law on Trade Unions and Collective Bargaining Agreements and Code of Obligation	524

Part III Middle East and Africa

19. United Arab Emirates	531
Neil Crossley	
A. Introduction/Sources of Law	531
B. Executive Summary	534
C. Transfer of Business in the United Arab Emirates	535
I. Scope of Application	535
II. Safeguarding of Employees' Rights	537
III. Impact on the Employees' Representatives Bodies	538
IV. Impact on Collective Agreements	539
V. Impact on Company Pension Entitlements	539
VI. Insolvency	540
D. Leading Case	540
E. Deviation in Relation to European Union Law	542
F. M&A Transactions: Asset and Share Deals	542
G. Cross-Border Transfer of Business	543
H. Excerpt from the United Arab Emirates Labour Law	544

20. South Africa	545
Retha Beerman, Aadil Patel, and Faan Coetzee	
A. Introduction/Sources of Law	545
B. Executive Summary	545
C. Transfer of Business in South Africa	546
I. Scope of Application	547
II. Safeguarding of Employees' Rights	549
III. Impact on the Employees' Representative Bodies	551
IV. Impact on Collective Agreements	552
V. Impact on Company Pension Entitlements	553
VI. Insolvency	554
D. Leading Cases	555
I. <i>NEHAWU v University of Cape Town & Others</i> (2003) 24 ILJ 95 (CC)	556
II. <i>SAMWU & Others v Rand Airport Management Co (Pty) Ltd & Others</i> (2005) 26 ILJ 67 (LAC)	557
III. <i>SA Airways (Pty) Ltd v Aviation Union of SA & Others</i> (2011) 32 ILJ 87 (SCA) & <i>Aviation Union of SA & Another v SA Airways (Pty) Ltd & Others</i> (2012) 32 ILJ 2861 (CC)	558
IV. <i>Long v Prism Holdings Ltd & Another</i> (2012) 7 BLLR 672 (LAC)	559
V. <i>PE Pack 4100CC v Adam Sanders</i> [2013] 4 BLLR 348 (LAC)	559
E. Grouping of Important Cases	560
I. <i>Schutte & Others v Powerplus Performance (Pty) Ltd & Another</i> (1999) 20 ILJ 655 (LC)	560
II. <i>Ndimba & Others v Waverley Blankets (Pty) Ltd</i> (1999) 20 ILJ 1563 (LC)	561
III. <i>CEPPWAWU & Others v Print Tech (Pty) Ltd & Others</i> (2010) 31 ILJ 1850 (LC)	561
IV. <i>HARSCO Metals SA (Pty) Ltd and Another v Arcelormittal SA Limited and Others</i> (2012) 33 ILJ 901 (LC)	562
V. <i>Franmann Services (Pty) Ltd v Simba (Pty) Ltd and Another</i> [2012] 12 BLLR 1293 (LC)	562
VI. <i>Jan Hendrik Swanepoel and Others v Leica Geosystem AG and Others</i> (J2454/14) [2014] ZALCJHB 199 (4 June 2014)	563
VII. <i>Sanlic House of Locks (Pty) Ltd v Strydom Johannes Theodorus</i> (J482/14) [2014] ZALCJHB 120 (8 April 2014)	564
VIII. <i>Rural Maintenance (Pty) Ltd and Another v The Maluti-A-Phofung Local Municipality and Others</i> (J859/14) [2014] ZALCJHB 180 (21 May 2014)	565
IX. <i>Unitrans Supply Chain Solutions (Pty) Ltd and Unitrans Household Goods Logistics (Pty) Ltd v Nampak Glass and TMS Group Industrial Services (Pty) Ltd t/a Vericon and Others</i> (J195/14) [2014] ZALCJHB 61 (24 February 2014)	567
F. Deviation in Relation to European Union Law	568

G. M&A Transactions: Asset and Share Deals	569
H. Cross-Border Transfer of Business	570
I. Excerpts from the South African Labour Relations Act	571

Part IV Americas

21. Brazil	579
Priscila da Rocha Lago and Thiago Ramos Barbosa	
A. Introduction/Sources of Law	579
B. Executive Summary	580
C. Transfer of Business in Brazil	580
I. Scope of Application	580
II. Safeguarding of Employees' Rights	582
III. Impact on the Employees' Representatives Bodies	585
IV. Impact on Collective Agreements	586
V. Impact on Company Pension Entitlements	586
VI. Insolvency	587
D. Leading Cases	587
E. Grouping of Important Cases	587
I. Superior Labour Court (30 August 2001) <i>João Tavares Machado ./. Banco Bandeirantes and Banco Banorte</i>	588
II. Superior Labour Court (22 November 2013) <i>Adilson de Miranda ./. VRG Linhas Aéreas S.A., Gol Linhas Aéreas Inteligentes S.A., GTI S.A., S.A. Viação Aérea Rio-Grandense and Fundação Ruben Berta</i>	588
III. Regional Labour Court (9 September 2013) <i>Labour Public Attorney's Office (MPT) ./. VRG Linhas Aéreas and Webjet Linhas Aéreas S.A.</i>	589
F. Deviation in Relation to European Union Law	590
G. M&A Transactions: Asset and Share Deals	590
I. Share Deals	590
II. Asset Deals	591
III. Consultation Requirements	591
IV. Restrictions on Post-transfer Reorganisations	592
Superior Labour Court (6 June 2013) <i>Antônio Marcos Silvestre ./. J.&F. Participações Financeiras and JBS Banco S/A</i>	592
H. Cross-Border Transfer of Business	592
I. Excerpts from the Brazilian Consolidation of Labour Laws (CLT)	593
22. Canada	595
Richard Press	
A. Introduction/Sources of Law	595
B. Executive Summary	597
C. Transfer of Business in Canada	598
I. Scope of Application	598
II. Safeguarding of Employees' Rights	598
III. Impact on the Employees' Representatives Bodies and Collective Agreements	606

IV. Impact on Company Pension Entitlements	608
V. Insolvency	609
D. Leading Cases	610
I. Employment (Non-union Workplace)	611
II. Human Rights	612
III. Labour Relations (Union Workplace)	613
IV. Insolvency	614
E. Grouping of Important Cases	615
F. Deviation in Relation to European Union Law	615
I. Protection Against Dismissal	616
II. Information and Consultation	616
III. Right of Objection	616
IV. Collective Agreements	617
G. M&A Transactions: Asset and Share Deals	617
I. Distinction Between Asset and Share Deals	617
II. Successor Liability Concerns Over Labour & Employment Matters	617
H. Cross-Border Transfer of Business	617
I. Excerpts from Canadian Statutory Provisions	619
J. Overview of the Canadian Statutory Provisions Regarding Transfers of Business	622
23. Mexico	625
María Ríos	
A. Introduction/Sources of Law	625
B. Executive Summary	627
C. Transfer of Business in Mexico	628
I. Scope of Application	628
II. Safeguarding of Employees' Rights	632
III. Impact on the Employees' Representatives Bodies	634
IV. Impact on Collective Agreements	634
V. Impact on Company Pension Entitlements	634
VI. Insolvency	635
D. Leading Cases	636
I. <i>Sindicato Mexicano de Electricistas (SME) ./. Luz y Fuerza del Centro Federal: Federal Labour Board (August 2010)</i>	636
II. <i>Employee A ./. Food and Beverages Company A: Employment Tribunal</i>	637
III. <i>Employee A ./. Company B: Employment Tribunal</i>	638
IV. <i>José Luis Cenicerros Barrera (Ceniceros) ./. Asociación General de Abogados y Servicios Actuariales, S.A. de C.V. (Asociación)</i>	638
V. <i>Daniel Ruiz Corona (Ruiz) ./. Company A</i>	639
E. Grouping of Important Cases	640
F. Deviation in Relation to European Union Law	640

I. Possible Joint Liability of the Transferor and the Transferee	641
II. Protection Against Dismissal	641
III. Information and Consultation	641
G. M&A Transactions: Asset and Share Deals	642
I. Share Deal	642
II. Asset Deal	643
H. Cross-Border Transfer of Business	643
I. Excerpt from the Mexican Federal Labour Law	645
24. United States of America	647
Erin D'Angelo	
A. Introduction/Sources of Law	647
B. Executive Summary	648
C. Transfer of Business in the United States	649
I. Scope of Application	649
II. Safeguarding of Employees' Rights	649
III. Impact on Employees' Representative Bodies	654
IV. Impact on Collective Agreements	655
V. Impact on Company Pension Entitlements	657
VI. Insolvency	660
D. Leading Cases	661
E. Grouping of Important Cases	661
F. Deviation in Relation to European Union Law	661
G. M&A Transactions: Asset and Share Deals	661
I. Distinction Between Asset and Share Deals	661
II. Successor Liability Concerns Over Labour & Employment Matters . . .	662
H. Cross-Border Transfer of Business	663
I. Excerpts from the United States Code Annotated	663
Part V Asia and Pacific	
25. Australia	673
Rick Catanzariti	
A. Introduction/Sources of Law	673
B. Executive Summary	674
C. Transfer of Business in Australia	674
I. Scope of Application	674
II. Safeguarding of Employees' Rights	677
III. Impact on the Employees' Representative Bodies	682
IV. Impact on Collective Agreements	682
V. Impact on Company Pension Entitlements	684
VI. Insolvency	685
D. Leading Cases	685

I. <i>Gribbles</i> Case [2005] HCA 9	686
II. Is There a Connection?	686
III. Transferring Work	687
IV. Modifying the Effect of the Transferring Workplace Instrument	687
E. Deviation in Relation to European Union Law	688
F. M&A Transactions: Asset and Share Deals	688
G. Cross-Border Transfer of Business	689
H. Excerpt from the Australian Fair Work Act 2009	690
26. People's Republic of China	695
Johnny Choi, Alan Wang, and Vivienne Jin	
A. Introduction/Sources of Law	695
B. Executive Summary	696
C. Transfer of Business in China	697
I. Scope of Application	697
II. Safeguarding of Employees' Rights	697
III. Impact on the Employee's Representative Bodies	710
IV. Impact on Collective Agreements	710
V. Impact on Company Pension Entitlements	711
VI. Insolvency	711
D. Leading Cases	711
E. Grouping of Important Cases	711
F. Deviation in Relation to European Union Law	712
G. M&A Transactions	712
H. Cross-Border Transfer of Business	712
I. Excerpts from the Labour Contract Law of the People's Republic of China	713
27. Japan	717
Lance Miller, Hajime Iwaki, Lawrence Carter, and Keiji Nasuda	
A. Introduction/Sources of Law	717
I. Overview	717
II. Japanese Labour Laws	718
B. Executive Summary	719
C. Transfer of Business in Japan	720
I. Scope of Application	720
II. Safeguarding Employees' Rights	721
III. Impact on the Employees' Representatives Bodies	725
IV. Impact on Collective Bargaining Agreements	725
V. Impact on Company Pension/Retirement Allowances Entitlements	726
VI. Insolvency	728
D. Leading Cases	729
I. Cases Involving Company Splits	729
II. Other Cases	731
E. Grouping of Important Cases	732

F. M&A Transactions: Share and Asset Deals and Mergers	732
I. Share Purchase	732
II. Asset Transfers	733
III. Mergers	734
G. Cross-Border Transfer of Business	739
H. Excerpts from the Japanese Act on the Succession to Labour Contracts upon Company Split and the Act for Partially Revising the Commercial Code	740