



## 403 Employment/Labor Hot Topics Focus on Europe

**Marianne W. Culver**

*Counsel*

The Boeing Company

**Martin Hopkins**

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**Roxane S. Marenberg**

*Director, Legal Employment Services*

Cisco Systems, Inc.

**Laura Owen**

*Senior Vice President, Global Human Resources*

Macrovision Corporation

## Faculty Biographies

**Marianne W. Culver**

**Martin Hopkins**

**Roxane S. Marenberg**

Ms. Marenberg Sokolove Marenberg is the director of legal services and human resources for Cisco Systems, Inc. As the head of global employment law for Cisco, she manages the legal issues facing more than 48,000 employees in over 90 countries around the world.

Prior to joining Cisco Systems, Inc., Ms. Marenberg was a partner in labor and employment practices in two global law firms. Most recently, Ms. Marenberg was with DLA Piper Rudnick Gray Cary, where she represented companies on a nationwide basis in state and federal courts defending employment discrimination, wrongful discharge, work-related torts, and ERISA violations. She also provided corporate counseling to employers on a wide variety of employment law issues.

Ms. Marenberg lectures frequently in the area of Title VII, avoiding sexual harassment in the workplace, and winning jury trial techniques. She conducts training sessions and seminars for management and employees, and speaks to trade organizations and bar associations on various topics relating to the anti-discrimination laws governing employers.

Ms. Marenberg has substantial trial experience in state and federal courts in the criminal and civil arena. She was formerly an Assistant United States Attorney for the District of Columbia and Trial Attorney with the U.S. Department of Justice, criminal division, organized crime and racketeering section. More recently, she received her L.L.M. in Law and Public Policy with an emphasis in Labor and Employment Law.

**Laura Owen**

Laura Owen is senior vice president, global human resources organization at Macrovision Corporation in Santa Clara, California. In this position and as a member of Macrovision's executive leadership team, Ms. Owen is charged with building a culture of excellence centered on execution, teamwork, and customer focus. Along with a team of human resources (HR) professionals, she is guiding an evolution of the HR function to a position of true strategic importance.

Before joining Macrovision, Ms. Owen served as a member of Cisco's senior human resources staff, where she provided strategic leadership and project management for key HR initiatives. In addition, she reported to Cisco's general counsel to deliver worldwide legal support for HR, compensation and benefits, stock plan administration, and work place resources. Prior to Cisco, Ms. Owen held other human resource leadership roles. At Women.com, she led the human resources organization and helped take the company through its initial public offering and subsequent acquisition by iVillage. Ms. Owen also worked for United Airlines where she managed United's interactions with its machinists for the western U.S. region and Canada.

Ms. Owen serves as a board member for two nonprofit organizations: the Law Foundation of Silicon Valley and The Whistle Stop (a child care center for Veterans' Administration Hospital employees). Ms. Owen holds the professional designation of senior professional in human resources.

She received her undergraduate degree from San Francisco State University and a law degree from Santa Clara University.



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**Marianne W Culver**, The Boeing Company

**Laura Owen**, Macrovision Corporation

**Roxane Sokolove Marenberg**, Cisco Systems, Inc.

ACC's 2006 Annual Meeting: The Road to Effective Leadership

October 23-25, Manchester Grand Hyatt



## **Trades Unions and Works Councils**

- **Interaction between the two**
  - Do you have a choice and/or do you ever have to deal with both ?
- **Industrial relations in the EU**
  - Is it a mirror image of the US ?
  - What are the common causes of unrest ?
- **Is the picture uniform across the EU ?**

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## Reductions in Force

- Do we have to talk to the Unions or Works Council ?
- How long will it take ?
- How much will it cost ?
- Is the picture uniform across the EU ?



## Whistle blowing

- What should be the key elements of the policy if it is to satisfy EU rules ?
- Do we have to agree the content of the whistle blowing policy with the union or works council and/or consult with them about it?
- Is the picture uniform across the EU ?



## International assignments

- General localization issues
- Having a structure to manage immigration control issues
- Special consideration for roles that span more than one jurisdiction
- What happens when it's time to come home ?
- Is the picture uniform across the EU ?



## Contingent workers

- How to structure use of contingent workers to maximise flexibility and limit risk ?
- Relationship with external providers and the management of risk
- Is the picture uniform across the EU ?

You are the recently appointed General Counsel of XYZ Inc., a US company with subsidiaries across 15 European countries.

The General Counsel role had been vacant for a couple of months before your arrival and the CEO told you during the recruitment process that things had become '...a little backed up...' and that there were one or two 'issues' in Europe that would require your immediate attention. On your arrival you find the following items on your desk:-

1. A final draft of the company's new whistle blowing policy.
2. A list of the 45 employees across Europe who it has been decided should be RIF'ed next week with a request that you 'handle the paperwork'.
3. A paper from the CFO describing the financial benefits available from the replacement of the employees to be RIF'ed with contingent workers.
4. Copies of letters received from employees in 4 European subsidiaries demanding the establishment of Works Councils.
5. A copy of the company's new international assignment policy for approval.

Not surprisingly, your schedule is quite full during your first week and you therefore decide that now would be a good time to reach out to your friends in the in-house counsel world for a little help.....