

STOHB, BUCKNOR & DURSON

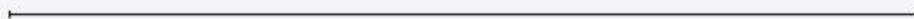
LABOUR AND INDUSTRIAL RELATIONS

Lagos, Abuja - Nigeria

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OVERVIEW

Our lawyers at STOHB, BUCKNOR AND DURSON (“SB&D”) have great expertise in Labour and Industrial Relations Law and Practice. We have over the years provided legal advisory and support to organisations both as part of their precautionary and redressive response to employee related matters including staff insurrection, staff redundancy exercises, employee engagements associated with corporate restructuring activities, implementation of collective bargaining arrangements and settlement of labour disputes.

We are not only involved in settling industrial and labour disputes; we also assist Clients in pre-empting labour disputes by working with them to institute acceptable and conducive labour and human resources framework and practices in their organisations.



STONE, BUCKNOR & DURSON

OUR EXPERIENCE

A few of our work experiences illustrate our versatility in this Practice areas:

01

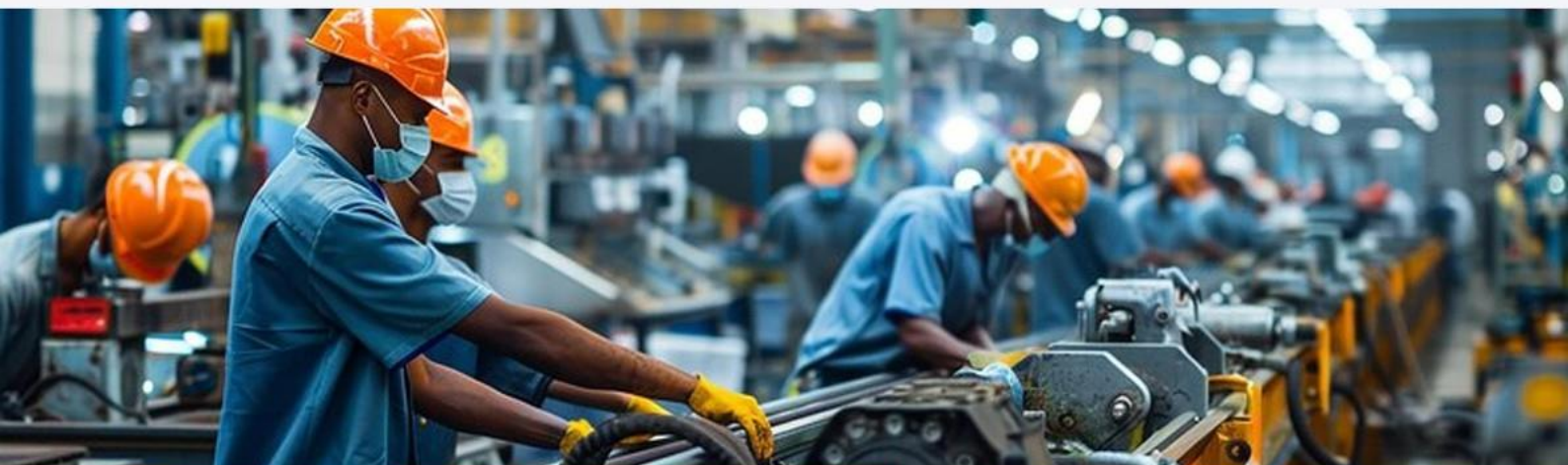
Recently, our Client, a major player in the Oil and Gas downstream sector, was embroiled in a major trade union dispute that resulted in workers picketing our Client's offices. Our team promptly resolved the imbroglio with the in-house team through active negotiations between parties. Our lawyers provided the strategic and legal direction for the entire negotiation process up to the final resolution of the disputes.

02

Another major industrial experience is that involving high profile executive in the Nigerian communication regulatory sector, where our lawyers represented our Client at the Federal Government established committee on the issue in meetings with the Ministry of Labour and other top executive.

03

The matter has journeyed to the National Industrial Court ("NIC") and to the Court of Appeal before an amicable Settlement was reached.





There are also a myriad of master-servant matters that we have assisted Clients to resolve in various Nigerian Courts and outside the courtrooms. We have prepared Staff Handbooks and Manuals for a number of our Clients and have negotiated and concluded intricate labour issues, templates and transactions on their behalf.

- ▶ During the 2011-2012 Bank mergers and acquisitions, a leading Nigerian brand, acquired another bank and had to disengage a number of the acquired bank's staff. Our lawyers provided the legal and strategic direction for the resolution of all labour issues related to the acquisition, and there were no significant fall-outs from the strategic approach adopted.
- ▶ Our Lawyers provided the same transactional and advisory services to a major company located in the South-South region of Nigeria in its acquisition of another company. In this instance, our lawyers met with, negotiated and concluded with the Unions the terms of disengagement in respect of some of the acquired entity's workers and also prepared all relevant documentation therefore, including the engagement documents and terms for the retained personnel.
- ▶ Our Lawyers have represented major players in the Manufacturing industry in pre-empting labour disputes by working with them to institute acceptable and conducive labour and human resources framework and practices in their organisations. We have also represented them at the National Industrial Court of Nigeria in major labour disputes and emerged victorious

The Firm is known for its outstanding successes in labour negotiations and resolving dispute in the sector through amicable resolutions as well as judicial interventions.



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