

## Dr. Thomas Griebe

Office Managing Shareholder

Neuer Wall 43

Hamburg 20354 Germany

main: +49 40-5 54 34 56-0

direct: +49 40-5 54 34 56-0

fax: +49 40-5 54 34 56-39

tgriebe@littler.com



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## Practice Areas

Arbitration

Business Restructuring and M&A

Immigration and Global Mobility

HR Advice and Counsel

International Employment Law

Contractors, Staffing and Contingent Workers

Whistleblowing, Compliance and Investigations

## Overview

Dr. Thomas Griebe advises national and international clients on all areas of employment law. He focuses on advising U.S. clients and staffing services, and has a large client base of small- and medium-sized companies. Trained in mediation, he advises companies on conflicts with their employees, works councils and unions, as either a mediator or a consultant.

Thomas formed his own employment law boutique in Hamburg in September 2012. Previously, he was an Equity Partner and International Head of Employment & Pensions at an international business law firm where he became Partner in 1998. He was admitted to the bar in 1995 and is a specialized lawyer (Fachanwalt) for employment law in Germany as well as a business mediator.

## Professional and Community Affiliations

- Senior Advisor, International Employment Law Committee , American Bar Association (ABA), 2015
- Member, European Employment Lawyers Association (EELA), 2015
- Member, International Bar Association (IBA), 2015
- Member, Employment Law Working Group, German Bar Association, 2015

## Recognition

- Named, The Best Lawyers in Germany™, 2023-2025

- Recommended, Labour & Employment, *Who's Who Legal*, 2024
- Ranked, Employment – Germany, *Chambers Europe*, 2022
- Named, Thought Leader, Germany – Labour & Employment, *Who's Who Legal*, 2022
- Named, Core Attorney, *Legal 500 Deutschland*, 2022
- Named, The Best Lawyers in Germany®, Employment Law, *Best Lawyers*, 2015-2016

## Education

Doctorate in Law, University of Hamburg, 1996

Law Degree, University of Hamburg, 1992

## Bar Admissions

Germany

## Languages

German

English

## Publications & Press

**Littler Attorneys in Four European Countries Recognized in the 2025 Editions of Best Lawyers™**

*Press Release*

June 21, 2024

**Littler Attorneys in Five European Countries Named to the 2024 Editions of Best Lawyers™**

*Press Release*

July 18, 2023

**Littler World Cup Matchups Part 4: Drug and Alcohol Testing**

*Littler ASAP*

November 23, 2022

**Littler World Cup Matchups Part 3: Workplace Safety**

*Littler ASAP*

November 21, 2022

**Littler World Cup Matchups Part 1: Paid Vacation and Annual Leave**

*Littler ASAP*

November 17, 2022

**Littler Attorneys in Six Countries Recognized in 2023 Editions of Best Lawyers™**

*Press Release*

June 24, 2022

**European Whistleblowing Directive: Many EU member states missed the implementation deadline – Is your company prepared?**

*Littler ASAP*

December 17, 2021

**Germany and COVID-19: How short-time work can mitigate the financial impact and avoid talent drains**

*Littler ASAP*

March 31, 2020

**Workplace Equality, Mental Health and Brexit Are Top Concerns of European Employers, Littler Survey Reveals**

*Press Release*

November 14, 2019

**Germany's Labor System Would Be Difficult to Import to U.S.**

*The Wall Street Journal*

October 20, 2019

**Littler Global Guide - European Union - Q2 2019**

*Littler Global Guide Quarterly*

July 17, 2019

**EU: Court Holds Member States Must Require Employers to Adopt Systems to Record All Employee Working Time**

*Littler ASAP*

May 24, 2019

**Littler's European Executive Employer Survey: What Issues Cause HR Heartburn in Europe?**

*Littler Podcast*

December 20, 2018

**"There Should Be No Punishment for Doing the Right Thing" – European Commission Issues Proposal to Strengthen Whistleblower Protection**

*Littler ASAP*

July 19, 2018

**Littler Attorneys Named in 2018 Who's Who Legal Labour, Employment & Benefits Guide**

*Press Release*

June 5, 2018

**New German Government's Plans for Labor and Employment Laws**

*Littler ASAP*

May 9, 2018

**Littler Global Guide - Germany - Q3 2017**

*Littler Global Guide Quarterly*

October 12, 2017

**Brexit: Some Potential Implications for Employers**

*Thomson Reuters Corporate Counsel Connect*

September 1, 2016

**Germany: Court Holds Payment and Amount of Discretionary Bonuses are Subject to Judicial Review**

*Littler ASAP*

August 30, 2016

**What Brexit May Mean For U.S. Companies With Overseas Workers**

*TLNT*

July 29, 2016

**German Employee's Dismissal at U.S. Regulator's Behest Ruled Invalid**

*Littler ASAP*

July 22, 2016

**Brexit: Some Potential Implications For Employers**

*Littler ASAP*

July 14, 2016

**Events & Speaking Engagements**

**Brazil Conference**

August 30, 2017

**Global Migration in the Age of Nationalism**

May 11, 2017

**Inaugural Europe Conference - Germany**

Berlin

November 10, 2016

**Inaugural Brazil Conference - São Paulo**

September 14, 2016

### **Employment Issues and Latest Developments in Germany**

PIHRA, Los Angeles

September 2015

### **Past, Present & Future of Employment & Labor Law**

May 2015

### **Panel Discussion, The New World of Executive Compensation**

ABA Spring Meeting, Washington D.C.

May 2015

### **Restrictive Covenants**

The International Forum on Employment Law, London

May 2014

### **Panel Discussion, Global Mobility and Challenges with Expatriates**

International Forum on Employment Law, London

April 2015

### **Employment Issues in Today's European Union**

What are the Pitfalls Lurking for Employers Seeking to Locate or Expand Within the EU? ABA Section of International Law, Berlin

March 2015

### **Panel Discussion, The Role of HR in a Global Company**

International Employers Forum, London

January 2015

### **Employment Law in Germany**

PIHRA, Los Angeles

August 2014

### **Modernizing Labor Law in the 21st Century**

International Bar Association (IBA), Kapstadt

March 2014

## **Books & Book Chapters**

- Germany chapter, *The Littler Mendelson Guide to International Employment and Labor Law*, 4th Edition, co-authors Dr. Rajko Herrmann, Sebastian Juli, Dr. Matthias Sandmaier, Stephan Settekorn, Jan-Ove Becker, 2015
- Germany chapter, *The Employment Law Review*, 1. bis 6. Ed., co-author Jan-Ove Becker, 2015