

Dr. Thomas Griebe

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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