

## Dr. Matthias Sandmaier

Partner

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## Practice Areas

Business Restructuring and M&A  
Discrimination and Harassment  
International Employment Law  
Labor Management Relations  
Litigation and Trials

## Overview

Dr. Matthias Sandmaier advises national and international clients on all aspects of individual and collective employment law. His work focuses on restructuring, negotiating with employee representatives and dealing with termination-related issues. He also provides advice on executive hiring and on international matters such as the posting of employees abroad and on employment law related to corporate transactions.

Before joining vanguard, Matthias worked for many years for a major medium-sized law firm in Munich and was a member of the employment law section. He became partner in 2011. His professional experience also includes a prior position at international law firms. Matthias was admitted to the bar in 2004 and is a specialized lawyer (Fachanwalt) for employment law in Germany.

## Professional and Community Affiliations

- Member, Employment Law Working Group, German Bar Association, 2015

## Events & Speaking Engagements

### German Works Council Elections 2022 - the Right Way

February 9, 2022

### Littler Global – 2017 International Labour and Employment Law Update in Europe

Hamburg

November 7, 2017

### **Littler Global – 2017 International Labour and Employment Law Update in Europe**

Paris

November 6, 2017

### **Global Migration in the Age of Nationalism**

May 11, 2017

### **Inaugural Canada Conference**

Toronto, ON

November 21, 2016

### **Inaugural Europe Conference - Germany**

Berlin

November 10, 2016

### **Europe's Changing Landscape for Global Employers: Insights into US-EU Safe Harbor 2.0, The EU's New General Data Protection Regulation and other European Employment Law Changes**

February 2, 2016

## **Books & Book Chapters**

Germany Chapter, *The Littler Mendelson Guide to International Employment and Labor Law*, 4th Edition, co-authors Dr. Thomas Griebe, Dr. Rajko Herrmann, Sebastian Juli, Stephan Settekorn, Jan-Ove Becker, 2015

## **Recognition**

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

## **Education**

Doctorate in Law, University of Tübingen, 2007

LL.M., University of Minnesota, 2001

Law Degree, University of Tübingen, 2000

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

*Press Release*

June 24, 2022

### **Do Adjustments Have to be Made to the Company Pension?**

*vanguard Blog*

April 2015

### **Holes in the Safety Net – License to Supply Temporary Workers on Reserve Without Effect?**

*vanguard Blog*

December 2014