



Milan Černaj

Associate

Milan Černaj specialises in employment law on which he provides comprehensive legal advice to clients. He covers their day-to-day issues concerning all aspects of legal relations between employers and employees, as well as employee representatives. Milan assists clients on a long-term and strategic basis in the processes of transfers of economic units from the perspective of employment law (TUPE), organisational change processes, collective redundancies, collective bargaining, and trade union activity, including representation before the competent authorities and courts.

In addition to the day-to-day employment law agenda, Milan has long been involved in the protection of whistleblowers and the statutory obligations of employers, immigration law, the issues and practical aspects of employing third-country nationals, including assistance in obtaining individual permits and coordinating cross-border projects related to the posting of employees from abroad to Slovakia.

Milan also has extensive experience and many years of practice in litigation, representing clients before courts and competent authorities, including securing and protecting clients' claims in enforcement or insolvency proceedings.

Projects

- comprehensive employment law advice to the Slovak branch of a global leader in healthcare technologies, services and solutions for the healthcare sector
- advising and representing a leading foreign energy company in litigation matters related to the protection of its rights, interests and assets in Slovakia
- advising the Slovak branch of a major automotive component manufacturer on employment law
- comprehensive advice to a major energy company in connection with the implementation of a pan-European restructuring programme
- employment law advice to the fastest growing non-food retail chain in Europe on its entry into the Czech and Slovak markets
- advising a new non-profit organisation responsible for the creation, financing and coordination of a disposable beverage packaging deposit system in Slovakia from the perspective of employment law
- comprehensive legal advice to one of the world's largest truck manufacturers, including representation in disputes, administrative proceedings before public authorities and debt recovery
- advising one of the world leaders in innovative solutions for employees in the field of employment law, including situations related to employment agency or employee posting
- comprehensive legal advice on the implementation of internal whistleblowing systems, providing whistleblower protection and its practical implications for employers, representation before the Whistleblower Protection Office

Membership in professional associations

Slovak Bar Association

Languages

Slovak, English, German, Czech

Education

Comenius University, Faculty of Law, Bratislava, (2015), Mgr. (Master of Laws)

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