



## Erika C. Collins

Member of the Firm

### New York

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**ERIKA C. COLLINS** is a Member of the Firm in the Employment, Labor & Workforce Management practice at Epstein Becker Green. Based in New York, she co-heads the firm's International Employment Law group. Ms. Collins works with multinational public and private companies on complex international employment and human resources matters, with a particular focus on navigating cross-border legal and cultural differences.

Known for her knowledge and work around the globe, Ms. Collins's experience includes:

- Advising companies when they are expanding or downsizing throughout the world, including handling office openings and workforce expansions; restructuring, employment terminations, mass layoffs, and office closures; payroll, benefits, and vacation questions; trade secret, expatriate, and employee mobility issues; and executive hirings and terminations and the attendant negotiations
- Preparing employment, separation, expatriate, and consulting agreements in dozens of countries
- Conducting multi-country audits of employment laws and practices, and providing strategic compliance advice regarding a wide range of issues, including fixed-term contracts, outsourcing, and working time and leave regulations
- Counseling clients on preparing non-U.S. employment packages and agreements that are competitive and compliant with local laws
- Advising employers on sexual harassment and other misconduct allegations in numerous international jurisdictions, and assisting with related investigations
- Handling cross-border M&A transactions, conducting employment-related due diligence on international subsidiaries, and providing advice regarding local business transfer laws and employee transition and integration issues

- Helping companies comply with onerous non-U.S. data privacy regulations, such as the European Union's General Data Protection Regulation 2016/679, and advising on the requirements for transferring employee data to the United States
- Providing strategic advice to multinational companies that are rolling out and implementing global policies, benefit plans, and codes of conduct

Ms. Collins serves as the editor of *The Employment Law Review (10th Edition)*, which covers employment laws in 46 countries. She is also a former Co-Chair of the International Bar Association's Employment and Industrial Relations Law Committee and the current Chair of Cambridge Forums' International Labor and Employment Forum.

A frequent speaker at International Bar Association, American Bar Association, and state bar meetings, Ms. Collins has presented and written on myriad topics, including "Cross-Border Transfers of Executives," "Global Mobility Issues for Multi-Nationals," "Employment Issues in Cross-Border M&A Transactions," "The Landscape of Issues in International Employment Law," and "The Intersection of EU Privacy and Anti-Discrimination Laws."

Before joining Epstein Becker Green, Ms. Collins was a Partner at an international law firm and Co-Chair of that firm's International Labor and Employment Practice Group. Prior to that, she was a Partner in the Employment Law Department of an international law firm and Chair of the firm's International Employment practice.

## Education

- University of California, Davis, School of Law (J.D., 1994)
  - "American Jurisprudence Award" in Corporations
  - Moot Court Board member
- Brown University (A.B., 1988)

## Bar Admissions

- New York
- California
- District of Columbia

## Practice Areas

- Foreign Multinational Counseling and Litigation
- Cross-Border Transactions
- Mergers, Acquisitions & Divestitures
- Pandemic Preparedness for Employers
- Privacy, Cybersecurity, and Data Asset Management

- Trade Secrets & Employee Mobility
- Employment Training, Practices, and Procedures
- Return to Work

### **Industries**

- Financial Services
- Health Care and Life Sciences Industry
- Retail
- Technology, Media & Telecommunications

### **Memberships**

- American Bar Association, Section of International Law, International Employment Law Committee (Former Chair)
- Cambridge Forums: International Labor and Employment Law Forum (Chair since 2014)
- The College of Labor and Employment Lawyers (Fellow)
- Housing Plus (Advisory Board Member)
- International Bar Association, Employment and Industrial Relations Law Committee (Former Co-Chair, Senior Vice Chair, and Vice Chair)
- Sepsis Alliance (Board Member)
- XBHR (Member, Former Board Member)