

**Arvid R. Ødegård (H)**

Partner, advokat (admitted to appear before the Supreme Court)

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Area of practice

Arvid R. Ødegård is a partner in the business area Human Resources, and a member of the Employment Law practice group.

Practice

Arvid R. Ødegård is specialist in labour law, and has particularly worked with HR issues related to changes, reorganising, restructuring and transfer. The last years Ødegård has particularly been active with

- Termination of employment contracts, especially for leaders and senior managements, advising on procedure
- Negotiating severance packages and compromise agreements
- Termination of employment contracts on individual and collective levels, hereby guidelines, procedures and following negotiations
- Changes of management
- Employment contracts for leaders
- HR handbooks, personnel policy (including disciplinary matters, appeals etc.)
- Litigation related to individual and collective termination of employment contracts (including injunctions, wrongful termination and dismissals, bonus claims etc.)
- He has also experience from Civil Servants Act, as he has assisted several governmental enterprises in job protection cases.
- Litigation related to collective agreements
- Appointments as arbitrator

Arvid R. Ødegård is by Legal Business-European Legal Experts named as a leading employment lawyer, and is listed as highly recommended individual within employment by PLC Which Lawyer?

Admitted to appear before the Supreme Court from 1995.

Background

Partner, Advokatene Haavind & Haga, now Advokatfirmaet Haavind (1998-)

Bugge, Arentz-Hansen, Rasmussen (BAHR) (1996-1998)

The Confederation of Norwegian Industries(CBI, NHO) (1989-1996)

Deputy judge (1985-1987)

Public prosecutor (1983-1985)

Department of Justice (1981-1983)

Cand. jur, University of Oslo (1981)

Miscellaneous

Examiner at University of Oslo within labour law for the Faculty of Law, from 1991.

Extensive lectures regarding labour law for The Confederation of Norwegian Business and Industry, The Norwegian Bar Association, The Lawyers Educational Centre and The Norwegian School of Management (BI)

Author of the book "Just ask" – 100 questions and answers regarding labour law, 1996

Regular Q&A in the weekly "Newspaper of Business Life" since 1991, regarding labour law

Various articles in periodicals

Member of The Crime Prevention Council (Kriminalitetsforebyggende Råd) (1991-1992)

Member of The Group Company legal committee (Konsernlovutvalget) (1994-1996) (NOU 6/96 – Employees position in group companies).