



Leonie Abendroth, LL.M.

Senior Associate

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OVERVIEW

Leonie Abendroth is a senior associate in the firm's Labor, Employment, and Workplace Safety practice. She advises German and international companies on individual and collective employment law issues. Her work focuses in particular on data protection with regard to employment relationships, social security law, and immigration law. In addition, she supports on employment law related issues in connection with corporate transactions and restructurings, such as co-determination.

PROFESSIONAL BACKGROUND

Leonie joined the firm in March 2018. During her legal traineeship, she worked for a leading international law firm and the German Federal Ministry of Foreign Affairs in Berlin and Hanoi. She studied law at the Albert-Ludwigs-University of Freiburg and Queen Mary University London, where she was awarded an LL.M. in European Law. In 2024, Leonie qualified as a Specialist Lawyer for Labor and Employment Law (Fachanwältin für Arbeitsrecht).

SPEAKING ENGAGEMENTS

- Key Legal Developments in Europe at HR Directors Summit Europe, Amsterdam, 20 June 2019.
- Legal Awareness in HR at the Gründerszene HR Day, April 26, 2018.
- Various start-up lectures for Start Alliance Berlin.

EDUCATION

- Second Legal State Exam, Higher Regional Court of Berlin, 2017
- LL.M., Queen Mary University of London, School of Law, 2015
- First Legal State Exam, University of Freiburg, 2014

LANGUAGES

- English
- German
- Spanish

THOUGHT LEADERSHIP POWERED BY HUB

- 14 April 2026, Utilizing EORs in Europe: Key Considerations for Employers
- 2026, Global Employer Guide
- 19 September 2022, Recording of Working Time in Germany Legally Required – Open Questions for Employers Following New Decision of the German Federal Employment Court
- 1 October 2021, Home Office and Remote Work News
- 7 April 2020, New Skilled Worker Immigration Act and Novelties for Labor Migration in Germany
- 1 August 2019, New Employer Obligations to Ensure Forfeiture of Unused Vacation Entitlements in Germany

OTHER PUBLICATIONS

- Incapacity to Work and Termination - Remarks on Terminations Due to the Incapacity to Work and Continued Remuneration, Blog Post in German Employment Law Expert Forum (*EFAR*), 15 June 2020, together with Nils Neumann
- Exclusion of the Employer's Obligation to Cooperate in Granting of Statutory Leave - Relevance of Vacation Lists, comment on German Federal Labor Court Ruling of 25 June 2019, *GWR* 2020, issue 2, p. 38, together with Nils Neumann (German article)
- Consideration of Temporary Agency Workers in the Context of Employee Co-Determination: Case Law Clarifications, Blog Post in German Employment Law Expert Forum (*EFAR*), 1 October 2019; together with Nils Neumann (German article)
- Compensation Review Provision Does Not Oblige Employer to Adjust Payments at Equitable Discretion, comment on German Federal Labor Court Ruling of 27 February 2019, *GWR* 2019, issue 18, p. 330, together with Nils Neumann (German article)
- Separability of an Partial Operation and Mass Redundancy Notice, comment on Düsseldorf Regional Labor Court ruling of 10 January 2019, *GWR* 2019, issue 17, p. 315, together with Nils Neumann (German article)
- Scope of the Duty to Provide Information on Other Income in Post-Contractual Non-Compete Period and Time for Profit Generation, comment on German Federal Labor Court ruling of 27 February 2019, *GWR* 2019, issue 14, p. 256, together with Nils Neumann (German article)

- Breaks and the Working Time Act: Obligations for Employers and Recommendations for Action, Blog Post in German Employment Law Expert Forum (*EFAR*), 2 May 2019; together with Nils Neumann (German article)
- Invalidity of Post-Contractual Non-Compete Covenants with Executives in the Event of Excessive Material Scope, comment on German Federal Labor Court ruling of 2 August 2018, *GWR* 2019, issue 8, p. 146, together with Nils Neumann (German article)
- No Company Practice in Case of Presumed Legal Obligation, comment on German Federal Labor Court ruling of 11 July 2018, *GWR* 2019, issue 3, p. 54, together with Nils Neumann (German article)
- Employer Obligations Concerning Rejection of Applications of Severely Disabled Individuals, Blog Post in German Employment Law Expert Forum (*EFAR*), Articles, 14 February 2019, together with Nils Neumann (German article)
- Justifying the Rejection of a Severely Disabled Applicant, comment on German Federal Labor Court ruling of 28 September 2017, *GWR* 2019, issue 2, p. 35, together with Nils Neumann (German article)
- Employment Agreement with Age Limitation: Written Form Requirement Applies to Almost Every Employment Agreement!, Blog Post in German Employment Law Expert Forum (*EFAR*), 29 November 2018, together with Nils Neumann (German article)
- Delivering Termination Letters by Messenger: What You Need to Take into Account for the Validity of the Termination, Blog post in German Employment Law Expert Forum (*EFAR*), 30 October 2018, together with Nils Neumann (German article)
- No Preferential Treatment of a Works Council Member by Termination Agreement, comment on German Federal Labor Court ruling of 21 March 2018, *GWR* 2018, issue 17, p. 340, together with Nils Neumann (German article)
- Case Law Shift Concerning Employee Misclassification Criminal Liability, comment on (German) Federal Supreme Court ruling of 24 January 2018, *AuA* 2018, issue 8, p. 491, together with Nils Neumann (German article)
- Requirement of Clarity on the Source of Law in Case of Multi-Party Works Agreements, comment on German Federal Labor Court ruling of 26 September 2017, *GWR* 2018, issue 15, p. 291, together with Nils Neumann (German article)

NEWS & EVENTS

- 16 December 2025, K&L Gates Advises Therme Horizon on Acquisition of Wund-Thermen
- 14 May 2025, K&L Gates Advises MSA Safety Incorporated on €175 Million Acquisition of M&C TechGroup Germany
- 11 April 2025, K&L Gates Advises Avenue Capital on the Acquisition of Hubergroup
- 5 July 2018, K&L Gates Advises Mölnlycke on Acquisition of German Medical Technology Company SastoMed

AREAS OF FOCUS

- Labor, Employment, and Workplace Safety
- Collective Labor and Works Councils
- Employment Investigations
- Employment Issues in Business Transactions
- Human Resource Advice and Compliance
- Wage and Hour
- Workplace Safety