

Dr. Matthias Sandmaier

Partner

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Focus 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

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™

Littler Press Release

June 21, 2024

Littler Attorneys in Five European Countries Named to the 2024 Editions of Best Lawyers™

Littler Press Release

July 18, 2023

Littler Attorneys in Six Countries Recognized in 2023 Editions of Best Lawyers™

Littler 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

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