Thomas Ubber, Courtesy photo

NEWS

Top Labor Lawyer and Former Germany Managing Partner Leaves A&O

Shearman to Found Boutique Firm

Lufthansa, Deutsche Bahn & Amazon adviser Thomas Ubber will be bringing a team to new offices in Frankfurt and Munich.

January 16, 2025 at 03:57 PM

3 minute read

By James Jackson

Thomas Ubber, one of Germany's top labor lawyers and a former country managing partner, is leaving A&O Shearman after more than fourteen years to start his own boutique law firm, Ubber Labour & Law (ULL).

A source close to the matter said Ubber will be bringing seven lawyers with him to the firm's two offices in Frankfurt and Munich, and will also be hiring an additional lawyer. Three of the lawyers making the move with Ubber are currently counsel or senior associates at A&O Shearman but will become partners at the new firm.

The news was delivered to A&O employees Thursday through an internal memo by current managing partner Wolf Bussian.

Bussian thanked Ubber for the long and successful collaboration.

"Thomas Ubber has significantly shaped our employment law practice, but also the firm as a whole in various leadership positions, and we wish him and his team at ULL all the best and much success for the future," Bussian said in a statement.

The firm added that after Ubber's departure, its employment law

practice “will continue to focus on advising national and international clients in the areas of investigations, (regulated) compensation, restructurings, occupational pensions, and collective legal disputes with three partners and cross-location teams.” It also said it would collaborate with Ubber and his firm on matters.

Ubber will remain a partner at A&O Shearman until the end of April, a source familiar with the matter said.

According to his A&O Shearman profile, Ubber “is recognized as a leading expert in advising on collective bargaining and averting threatened industrial action.”

His clients include German giants Deutsche Bahn and Lufthansa, as well as Amazon Germany.

Ubber has been a partner at legacy Allen & Overy Germany, now A&O Shearman, for almost fifteen years. He was head of the country’s employment practice and then served as Germany managing partner for almost three years, from early 2014 to late 2016. After that, he served as senior partner until 2020, when the firm rolled the senior and managing partner roles into one.

Before joining Allen & Overy, Ubber was head of the employment practice and a partner at Hogan Lovells, where he worked for over 21 years, according to his LinkedIn profile.

Allen & Overy merged with U.S.-based Shearman & Sterling in May of last year. In September, the newly merged firm announced it would be cutting the size of its global partnership by 10%, and also shutting its Johannesburg office and consultancy arm. Since then, it has seen partner departures in various jurisdictions, including New York, Hong Kong and Seoul.

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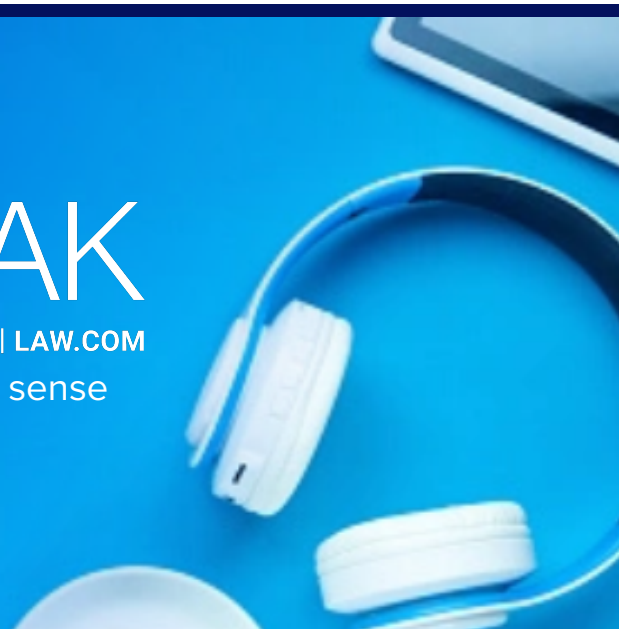

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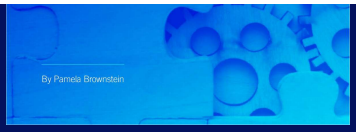

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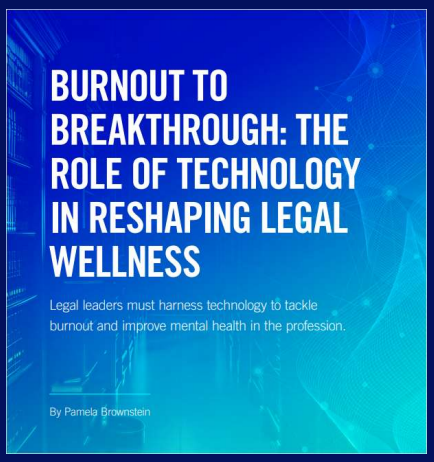

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