# Michał Rataj

Attorney at Law

## Contact details

Wrocław (Headquarters)
T +48 71 3265140
Michal.Rataj@sdzlegal.pl

## Main areas

- Employment
- Global mobility
- Real estate

## Background

Michał Rataj has been a legal advisor at SDZLEGAL Schindhelm since August 2025.

During his studies and legal training, he gained experience at law firms in Wrocław specializing in labor law and corporate law.

Michał Rataj graduated with a master of law degree in 2021 from the University of Opole, and subsequently completed his legal training at the Regional Chamber of Legal Advisors in Wrocław in 2024.

## Expertise

Michał Rataj advises and provides legal assistance to Polish and foreign businesses on labor law matters, both in pre-litigation proceedings and in litigation.

In his practice, he assists employers, among other things, in conducting audits to prepare for upcoming legislative changes, carrying out group redundancies, preparing and reviewing employee documentation, resolving disputes arising from employment relationships, and conducting negotiations with employees.

He also handles the comprehensive legalization of foreign workers' employment, from analysing regulations, through preparing applications, to ensuring the legality of the stay and employment of foreign workers.

## References

- Legal advisory services for corporate groups in connection with collective redundancies.
- Audits assessing the compliance of Clients' employment contracts and civil law agreements.
- Risk assessment of the reclassification of civil law contracts into employment relationships for entities operating in the IT and construction sectors.
- Audits concerning compliance with regulations on the employment of foreign nationals conducted for large enterprises.
- A series of training sessions on the employment of foreign nationals for HR and payroll personnel.
- A series of training sessions on amendments to labour law for HR and payroll personnel.
- Representation in court proceedings concerning employee claims related to the termination of employment contracts as part of collective redundancies.
- Negotiation of the terms and conditions of collective redundancies with trade unions (automotive and food production

sectors).

- Representation of employers in disputes involving employees committing offences to the detriment of the employer, including matters relating to criminal law, civil liability, and employment law.
- Legal support in the acquisition of a waste storage company by an Italian-capital investor.
- Legal support in employee transfer processes connected with business transfers (waste storage and automotive sectors).
- Drafting of internal workplace regulations and adapting them to Clients' ongoing business needs.
- Supporting employers in collective labour disputes.
- Representation of employers in disputes concerning claims related to occupational diseases.

## Languages

Polish, English