

Employment Law – France

Lawyers in our *The Legal 500* – recognized French employment practice have significant experience in counseling French and international clients, employers and top managers/executives, as well as representing them in litigation relating to various employment and labor-related issues, such as:

Individual Employment Relations

The lawyers in our Paris office provide day-to-day advice to numerous French and foreign companies regarding French employment law, including employment contracts, restrictive covenants (non-competition clauses, exclusivity clauses, confidentiality clauses), terminations and dismissals, pre-litigation negotiations and settlement agreements, group/international mobility, risk prevention at work (discrimination and moral harassment), and health and safety.

Collective Employment Relations

Our lawyers regularly assist clients in collective matters, such as reductions in workforce and collective redundancies, implementation of internal rules, remuneration systems (executives' compensation, incentive plans, profit sharing, stock options, and restrictive stock units (RSU)), working hours, and professional training.

We also assist clients in meeting their obligations vis-à-vis trade unions and personnel representatives (implementation of employee representative bodies, negotiation of collective agreements, annual mandatory negotiations, information/consultation obligations) and in dealing with collective litigation involving those bodies.

Corporate Restructuring

Our lawyers in Paris also regularly conduct employment-related due diligence and assist companies with all employment-related aspects of French acquisitions, mergers, restructurings, buyouts, and other commercial transactions (including consultation of French staff representatives on the project, employment aspects of business transfers, reductions in workforce, collective redundancies or voluntary dismissals, determination of the status/social coverage of the managers, drafting and negotiation of non-competition clauses and incentives for key managers, and compliance with various related regulations).

Top Management

In Paris, our lawyers advise clients concerning top-managers/executives and corporate officers (status, social coverage, negotiation, drafting and termination of employment contracts and management agreements, remuneration, incentives and stock-options).

Social Security

The firm advises a wide range of clients on social security issues such as social security and tax treatment/optimization of termination indemnities paid to French employees/managers, stock options plans and RSU, work-related accidents, and diseases.

Our lawyers regularly assist clients during audits conducted by the authorities in charge of collecting Social Security contributions (URSSAF).

Through our Paris office, the firm assists a wide range of French and international clients operating in various economic sectors such as:

- Automotive
- Aviation
- Chemical Industries
- Communications
- Financial Institutions
- Hospitality and Leisure
- Life Sciences and Health Care
- Luxury, Fashion, and Beauty

- Retail
- Technology (IT)
- Transportation

Our lawyers in Paris have represented, among others:

A major private equity fund with respect to its acquisition of a portfolio of hotels in France.

A manufacturer of medical devices in connection with the closure of one of its French subsidiaries, including the economic redundancy of its French employees.

A U.S. pharmaceutical group in connection with its acquisition of a French pharmaceutical group, including due diligence of employment issues.

A global life sciences company in its acquisition of a French company, including conducting due diligence and post-acquisition integration of employment policies and contracts.

A major private equity fund and its French subsidiary (luxury hotel) in the sale of its food and beverage activity to a celebrity chef and the subsequent automatic transfer of all the employees dedicated to the business.

An international chemical company in the negotiation of management contracts and termination of employment contracts and negotiations of several members of French and German senior management.

An Austrian pharmaceutical company in the termination of employment contracts and negotiation of a settlement agreement with several of its managers.

Various French and international clients in litigation regarding wrongful termination, discrimination, moral harassment, working hours, bonuses, work-related-accidents, etc.

An international chemical company in a litigation initiated by fixed term employees seeking to have their fixed term contracts recognized as permanent contracts.

A U.S. pharmaceutical group in litigation initiated by employee representatives of the company's French subsidiary for joint employment following the bankruptcy of the French subsidiary.

A German group in a litigation initiated by a former corporate officer seeking to have his corporate office recognized as an employment contract and for joint employment.