

Chambers

Europe —————

2020

Europe's Leading Lawyers for Business

France

| Employment |
|---|
| Leading Firms |
| Band 1 |
| August Debouzy * |
| Bredin Prat * |
| Capstan Avocats * |
| CMS * |
| Flichy Grangé Avocats * |
| Band 2 |
| Actance |
| Freshfields Bruckhaus Deringer LLP |
| Gide Loyrette Nouel * |
| Proskauer Rose LLP |
| Band 3 |
| Allen & Overy LLP |
| Baker McKenzie AARPI * |
| Clifford Chance Europe LLP * |
| Coblenz et Associés |
| FIDAL |
| Fromont Briens |
| Hogan Lovells (Paris) LLP |
| Jeanetet * |
| Band 4 |
| Bird & Bird * |
| bri avocats * |
| * Chassany Watrelot & Associés * |
| Dechert LLP * |
| Barthélémy Avocats |
| Latham & Watkins LLP |
| LPA-CGR avocats * |
| Band 5 |
| DLA Piper France LLP * |
| Franklin |
| Herbert Smith Freehills |
| Jones Day |
| Orrick Rambaud Martel * |
| Squire Patton Boggs |
| VIVANT CHISS |
| * Indicates firm / individual with profile. |
| ◇ (ORL) = Other Ranked Lawyer. |
| Alphabetical order within each band. Band 1 is highest. |

rent Marquet de Vasselot offers experience in reorganisation mandates, including redundancy and job protection plans. He also acts on issues surrounding working time, pensions and employee shareholding schemes.

Flichy Grangé Avocats

See profile on p.653

What the team is known for Outstanding French firm renowned for its dedication to employment law, where it offers a full range of expertise for both domestic and international clients. Frequently assists with employee litigation, redundancy schemes and collective agreements. Additionally involved in handling the labour aspects of M&A transactions. Also advises clients on labour inspections and international mobility.

Strengths Interviewees laud the team's "fast understanding of the issues and very precise and reliable advice."

Work highlights Advised UNIPER on the issues of whereabouts of provisions and pension commitments in the GEI regime.

Notable practitioners

Hubert Flichy is hailed by commentators for his long-standing experience in the field. He is particularly well-versed in collective disputes and the implementation of restructuring plans. **Joël Grangé** (see p.626) is hailed for his "intellectual rigour" as well as his "very strong pragmatism." He advises clients

| Employment |
|--|
| Senior Statespeople |
| Senior Statespeople: distinguished older partners |
| Barthélémy Jacques Barthélémy Avocats |
| Briens Gilles Fromont Briens |
| de Sevin Nicolas CMS |
| Flichy Hubert Flichy Grangé Avocats |
| Leading Individuals |
| Band 1 |
| Barbara Emmanuelle August Debouzy * |
| Bénard Emmanuel Orrick Rambaud Martel * |
| Grangé Joël Flichy Grangé Avocats * |
| Lagesse Pascale Bredin Prat |
| Mir Jean-Michel Capstan Avocats * |
| Tarasewicz Yasmine Proskauer Rose LLP * |
| Band 2 |
| Farmine François Clifford Chance Europe LLP * |
| Lagoutte Pascal Capstan Avocats * |
| Serizay Bruno Capstan Avocats * |
| Thiébart Patrick Franklin |
| Thomas Philippe Dechert LLP * |
| Toumieux Claire Allen & Overy LLP |
| Vergne François Gide Loyrette Nouel |
| Band 3 |
| Bensadoun Marie-Hélène August Debouzy * |
| Bordier Guillaume Capstan Avocats * |
| Chapuis Philippe Actance |
| de Moucheron Baudouin Gide Loyrette Nouel |
| Giraud-Van Gaver Chantal Coblenz et Associés |
| Laherre Elisabeth Coblenz et Associés |
| Néret Jean Jeanetet |
| Pola Béatrice Proskauer Rose LLP * |
| Rigaud David Rigaud Avocats (ORL) ◇ |
| Vivant Antoine VIVANT CHISS |
| Band 4 |
| Broussal Denise Baker McKenzie AARPI * |
| Danesi Philippe DLA Piper France LLP * |
| Devos Virginie August Debouzy * |
| Dumure-Lambert Laurence Fieldfisher (ORL) ◇ |
| Fiedler Benjamine Bird & Bird * |
| Jolivet Gilles Baker McKenzie AARPI * |
| Kress Olivier Flichy Grangé Avocats * |
| Marquet de Vasselot Laurent CMS |
| Mendy Dominique Hogan Lovells (Paris) LLP * |
| Pelletier Françoise LPA-CGR avocats |
| Renard Laurence Simmons & Simmons LLP (ORL) ◇ |
| Röhler Emma Herbert Smith Freehills |
| Rubner Matthias Latham & Watkins LLP |
| Senlanne Gwen Freshfields Bruckhaus Deringer LLP |
| Smith-Vidal Sabine Morgan, Lewis & Bockius LLP (ORL) ◇ * |
| Band 5 |
| Albiol Jean-Marc Ogletree Deakins (ORL) ◇ |
| Aubonnet Florence Flichy Grangé Avocats * |
| Brédon Guillaume bri avocats |
| Desprès Philippe Skadden, Arps, Slate, Meagher (ORL) ◇ |
| Eghbal Bijan E DLA Piper France LLP * |
| Fougea Claire Franklin |
| Graujeman Elisabeth Chassany Watrelot & Associés |
| Martin Cecile Ogletree Deakins (ORL) ◇ |
| Pierce Pauline Squire Patton Boggs |
| Pigeon Maxime Osborne Clarke (ORL) ◇ |
| Rivez-Domont Emmanuelle Jones Day * |
| Stocki Alexandra Proskauer Rose LLP * |
| Stulz Viviane 5QB Avocats (ORL) ◇ |
| Up-and-coming individuals |
| Daher Hélène VIVANT CHISS |

on employment aspects of transactions as well as offering assistance with social security and contributory schemes. He also acts on labour inspection issues and collective performance agreements. **Olivier Kress** (see p.628) defends clients against claims following redundancies, as well as acting on collective bargaining agreements and outsourcing issues. He is noted for his international focus, with experience in international employment and mobility matters. **Florence Aubonnet** (see p.617) is particularly active on restructuring mandates, advising on mass redundancy plans and works council consultations. She also acts on employment aspects of transactions and is noted for her experience in social security issues.

Band 2

Actance

What the team is known for Well-reputed practice group offering experience in individual and collective relations, health and safety issues and criminal labour law matters. Provides support on disputes and social security. Further acts on employee shareholding and stock options. Added experience in employment matters arising from M&A and corporate restructuring, as well as personal data protection.

Strengths One client hails the responsiveness of the lawyers, stating: "They are reactive and will come back to you straight away," further adding: "We can really trust them."

Sources also highlight the "business-oriented" approach of the team.

Notable practitioners

Philippe Chapuis focuses his practice on collective bargaining, restructuring support and social security issues. He also advises on collective and individual claim resolution.

Freshfields Bruckhaus Deringer LLP

What the team is known for Widely acknowledged for its work on the employment aspects of high-value M&A transactions, often with a cross-border focus. Offers further assistance with individual employee litigations, corporate restructurings and collective redundancy plans. Also advises on the set-up of employee representative bodies.

Strengths Interviewees applaud the lawyers' "outstanding understanding of business, which enables them to offer specific and well-adapted responses."

Clients also describe the team as "responsive, practical and pragmatic."

Work highlights Represented UPS in claims brought by former employees concerning employee transfers.

Notable practitioners

Gwen Senlanne advises clients on works council negotiations and employee integration, as well as restructuring mandates. He also acts on disputes concerning employee transfers and dismissals. One client appreciates the "sound judgement, strategic thinking and transparent advice" that he offers.

Gide Loyrette Nouel

See profile on p.654

What the team is known for Well-established team assisting with mass redundancies in restructuring mandates and executive dismissals. Advises on relations with staff representative bodies, including works councils and trade unions. Further strength in employment-related litigation, including transnational posting of employees and expenses reimbursement.

Strengths One client describes the lawyers as “*pragmatic, fast and efficient.*”

Interviewees also state: “*They are very dedicated and listen to our needs and objectives.*”

Work highlights Represented Akers in employment disputes concerning mass termination of employment.

Notable practitioners

François Vergne acts for international clients on the employment-related aspects in the reorganisation of their French and European operations. He also advises on the employment termination of top executives. **Baudouin de Moucheron** advises clients on restructuring mandates as well as employment aspects of transactions. He also provides support in consultations with staff representative bodies.

Proskauer Rose LLP

What the team is known for Representing clients from the finance, TMT and automotive fields. Frequently assists with a range of employment matters, including collective disputes and employee transfers. Well versed in cross-border mandates, advising for both domestic and international clients. Also assists with redundancy plans and negotiations with trade unions. Further activity advising on discrimination and harassment issues.

Strengths Clients laud the lawyers for their “*interpersonal relationship and reactivity,*” before adding that they are “*always available.*”

Notable practitioners

The “*great*” **Yasmine Tarasewicz** (see p.636) is praised for her “*very in-depth knowledge*” of employment matters. She often represents clients in contentious mandates covering terminations of contracts, discrimination and employee transfers. She also advises on mass redundancies and negotiations with trade unions. **Béatrice Pola** (see p.633) covers a range of issues in her practice, including employee transfers post-acquisition, as well as departure plans and negotiations. She also advises on harassment and whistle-blowing issues. **Alexandra Stocki** (see p.636) advises clients on reorganisation mandates, including voluntary redundancy plans, and collective negotiations concerning working time.

Band 3

Allen & Overy LLP

What the team is known for Well-reputed practice group assisting with the employment aspects of high-value M&A transactions, offering additional skill in harassment claims. Benefits from the strength of its international network to assist with cross-border matters. Also acts on market abuse claims and represents companies in collective litigation proceedings concerning working time and bonuses.

Strengths One source praises: “*The team quickly understands the risk and gives real viable options.*”

Clients also say the team is “*always available*” and “*really reactive.*”

Work highlights Represented Casil Europe in litigation brought by the CGT to suspend its sale of Toulouse-Blagnac Airport.

Notable practitioners

Claire Toumieux advises clients across a range of mandates, from support in consultations with employee representative bodies to investigations into market abuse claims. She also acts on redundancy and social plans, with additional strength handling harassment claims. Clients laud her reactivity and pragmatism.

Baker McKenzie AARPI

See profile on p.64

What the team is known for Extensive experience in transaction-related employment advice, supporting clients with employee transfers and post-M&A integration. Additional strength in redundancy aspects of restructuring mandates. Expertise also covers harassment investigations and disciplinary measures.

Strengths Sources appreciate the team’s ability to “*put itself in the clients’ shoes to best meet its operational expectations.*”

Sources also describe the team as “*extremely thorough*” and “*pragmatic.*”

Work highlights Acted for Servier on the employment aspects of its acquisition of the oncology business from Shire.

Notable practitioners

Denise Broussal (see p.620) advises on transactions-related employment issues, voluntary departure schemes and retention packages. She also acts on harassment claims. **Gilles Jolivet** (see p.628) is “*responsive and pragmatic,*” according to one client. He assists with employment aspects of transactions, as well as workforce reductions stemming from reorganisations.

Clifford Chance Europe LLP

See profile on p.68

What the team is known for Boasts proficiency in restructuring mandates, covering collective redundancy procedures and health and safety matters. Well versed in negotiations with trade unions and works councils. Defends clients in litigation stemming from workforce reductions, with additional experience handling claims relating to discrimination and back pay.

Strengths One client lauds that the team “*helps to build practical solutions to our problems.*”

Sources also describe the lawyers as “*very prompt, responsive and proactive.*”

Work highlights Acted for Von Roll on the implementation of a reorganisation plan.

Notable practitioners

François Farmine (see p.624) acts on reorganisation mandates, redundancy procedures and related litigations. One client appreciates his “*hands-on and proactive*” approach, further reporting him to be a “*very strong negotiator.*”

Coblence et Associés

What the team is known for Assists with a range of employment matters, offering support on corporate reorganisations, redundancy schemes and employee litigation. Also well versed in issues concerning workplace discrimination. Added experience in collective agreements and issues relating to trade unions.

Notable practitioners

Chantal Giraud-Van Gaver is particularly well known in the market for her representation of executives during settlement negotiations. She also advises on remuneration and expatriation issues. **Elisabeth Laherre** acts on the employment aspects of transactions and restructuring mandates. She also advises on social security law and social audits, as well as representing clients in both individual and collective litigation.

FIDAL

What the team is known for Core areas of focus include workforce reduction and social litigation. Also demonstrates the ability to handle cross-border

and regional employment mandates, benefiting from a vast number of offices across France. Additionally handles collective bargaining agreements and employee transfers. Further experience handling remuneration issues.

Work highlights Advised LFB on its reorganisation, including assistance with the mutual termination agreement.

Notable practitioners

Stéphane Béal is a key client contact for the practice.

Fromont Briens

What the team is known for Strong practice group acting on various domestic and cross-border employment law mandates. Advises on collective redundancy, company takeovers and employee litigation, with additional proficiency in corporate restructurings. Advises on social security issues and pension plans. Further experience handling occupational accidents matters.

Notable practitioners

The “*absolute star*” **Gilles Briens** is well regarded in the market for his long-standing expertise in retirement, pensions and benefits-related matters.

Hogan Lovells (Paris) LLP

What the team is known for Well-reputed practice group adept at advising on the employment aspects of M&A transactions. Benefits from cross-border expertise, drawing on its international network. Also handles employee litigation and mass redundancies. Further experience assisting with profit-sharing agreements and professional equality agreements.

Strengths One impressed client states: “*We are extremely happy. The team is extremely competent and fast in its responses.*”

Work highlights Advised Spotify on the employment aspects of a transaction as well as defence in individual litigations.

Notable practitioners

Dominique Mendy (see p.631) has experience in both voluntary and involuntary departure plans, as well as providing representation in litigation brought by works councils.

Jeanet

See profile on p.657

What the team is known for Frequently represents clients from the sport, retail and automotive sectors in a range of employment law mandates. Areas of expertise include redundancy plans and criminal labour law matters. Also handles collective litigation and employment protection plans. Further advises on issues pertaining to employment status.

Strengths Sources say: “*We appreciate Jeanet’s excellent availability and responsiveness and that the advice is always business-oriented.*”

Work highlights Advised Valeo on the implementation of a job protection scheme.

Notable practitioners

Jean Néret advises clients on job protection and pre-retirement schemes, with additional strength handling workforce reductions.

Band 4

Bird & Bird

See profile on p.65

What the team is known for Well-established firm offering expertise in company reorganisations, employee litigation and social plans. Additionally

well versed in collective and individual terminations. Boasts a strong client base spanning the aerospace and pharmaceutical sectors. Also experienced in consultations with works councils. Recently expanded its IT client base with the addition of DXC. **Strengths** One source appreciates that *"the advice provided is typically tailored to reflect considerations that are specifically relevant to our business and industry."*

Clients also underline the team's ability to *"balance the legal complexities with a commercial approach."*

Work highlights Acted for Salesforce on collective agreements, individual negotiations and the set-up of staff representative bodies.

Notable practitioners

Benjamin Fiedler (see p.625) advises on employment aspects of takeovers, staff representation structures and collective negotiations. She also represents clients in individual and collective disputes. She wins plaudits from clients, with one hailing her as a *"formidable negotiator,"* while another highlights her *"very hands-on"* approach.

brl avocats

See profile on p.645

What the team is known for Strong practice group offering expertise in a variety of employment law matters, including social plans and working time agreements. Also experienced in employment issues connected to company mergers. Well versed in disputes concerning issues such as misconduct and workplace accidents. Further experience handling the set-up of staff representative councils.

Strengths Clients applaud the team for being *"very proactive"* and *"quickly available."*

Work highlights Advised Parashop on the establishment of a social plan in connection to store closures.

Notable practitioners

Guillaume Brédon advises clients on employment aspects of closures and transactions, including assisting with the establishment of social plans and transfers of employees.

* Chassany Watrelot & Associés

See profile on p.647

What the team is known for Well-reputed employment boutique handling litigation, collective agreements and reorganisations, including employee transfers and social plans. Also handles mass redundancy and employment protection plans. Shiseido Europe, Schmolz + Bickenbach and AmRest are recent additions to its client roster.

Strengths Sources laud the team for being *"always reactive and focused on solutions based on clients' needs."*

Interviewees also highlight the team's responsiveness, noting its *"speed and precision in answers."*

Work highlights Assisted Elior with the employment aspects of the sale of Areas to PAI Partners.

Notable practitioners

Elisabeth Graujeman offers particular expertise on restructuring mandates involving mass redundancies. She is also noted for her work in pensions and benefits matters.

Dechert LLP

See profile on p.74

What the team is known for Notable areas of expertise include employee litigation and workplace harassment cases. Additional skill in the labour aspects of M&A transactions and reorganisations, such as redundancy plans and employee transfers. Further

experience handling working conditions matters as well as advising on professional elections.

Strengths One client is *"particularly impressed by the speed of response and the team's ability to translate legal theories into practical application."*

The team's *"ability to manage between local and global needs"* is appreciated by another source.

Work highlights Acted for CIT Group on the employment aspects of the sale of NACCO to VTG.

Notable practitioners

Philippe Thomas (see p.637) boasts a varied practice, advising clients on workplace reductions through site closures and restructuring mandates, as well as acting on issues surrounding working conditions. One client highlights his *"very pragmatic approach."*

Barthélémy Avocats

What the team is known for French boutique specialising solely in employment law, advising clients on a range of issues. Handles collective employment issues including redundancies, reorganisations and social security matters, offering additional support on workplace harassment and discrimination cases.

Notable practitioners

Jacques Barthélémy remains a well-respected figure in the employment market, with experience handling social security and protection issues.

Latham & Watkins LLP

What the team is known for Offers expertise in a broad range of employment matters, including employment issues arising from M&A transactions and restructurings. Also advises on compliance issues, corporate governance and employee litigation. Additionally assists with redundancy plans and negotiations with employee representatives. Also active in litigation concerning bonus claims.

Strengths Sources applaud the team for its client-oriented approach, describing the lawyers as *"very responsive and always going the extra mile."*

Clients also report the team to be *"business-oriented and solution-driven."*

Notable practitioners

Matthias Rubner supports clients during transactions and restructurings, advising on social plans and litigation proceedings. He also advises on compliance issues as well as negotiations with employee representatives.

LPA-CGR avocats

See profile on p.662

What the team is known for Advises on company reorganisations, redundancy plans and health and safety concerns. Boasts additional experience acting on site closures. Also assists with collective agreements and negotiations with employee representatives. Further experience advising on criminal liability issues and international mobility matters.

Strengths Clients admire the team's ability to *"adapt to our needs and try to solve issues in line with what we need to do."*

Interviewees also appreciate that *"the lawyers are very responsive and clear."*

Work highlights Acted for CNH Industrial on the employment issues concerning its partial acquisition of assets from SBMTP and TP Group.

Notable practitioners

Françoise Pelletier advises clients on company transformation projects and matters pertaining to international mobility. One client admires her *"speed, availability and solutions."*

Band 5

DLA Piper France LLP

See profile on p.76

What the team is known for Represents clients in a range of employment matters, such as social plans, employee litigation and collective dismissals. Boasts further experience in post-acquisition labour mandates, including integration plans and reorganisations. Recently expanded its client base with the addition of Arconic, Dyson and Fichet.

Strengths One client states that *"the team was very supportive from the get-go,"* adding that the lawyers *"really went into the details and could pull those out and explain them to me."*

Sources also describe the team as *"very pragmatic and always keen to provide accessible and robust legal recommendations."*

Notable practitioners

Philippe Danesi (see p.622) advises clients on the employment aspects of restructuring mandates and company mergers, covering integration matters and mass redundancies. He also acts on litigation involving dismissals, working time, harassment and discrimination, with additional experience handling criminal matters. One interviewee highlights him as *"very responsive,"* further underlining that he *"knows how to listen to his client and readjust to requests."* **Bijan Eghbal** (see p.624) assists clients with issues pertaining to site closures and restructuring mandates, including negotiations with employee representative bodies and dismissals. One client appreciates that he *"gives us options"* and *"really helps us get to the solution we need."*

Franklin

What the team is known for Established practice group offering experience in employment issues arising from site closures and corporate restructurings, including mass redundancy. Advises on senior executive departures and consultations with works councils. Also acts on employment disputes. Clients stem from a range of industries, including entertainment, travel and automotive.

Strengths One client lauds the team for *"the quality of legal advice"* and the level of support demonstrated.

Notable practitioners

Patrick Thiébart joined Franklin from Jeantet in January 2020. He advises on workforce reductions in the context of restructuring mandates and also defends clients in class actions. **Claire Fougea** acts on employment issues related to transactions and restructuring mandates. She also advises on senior executive departures as well as disputes concerning workforce reductions and employee profit-sharing schemes. One client states: *"She is more than a lawyer, she is a business partner,"* underlining her as *"able to put everything into perspective and extremely strategic."*

Herbert Smith Freehills

What the team is known for Noteworthy team offering assistance across a range of employment mandates. Covers contentious employment matters, including criminal proceedings. Also well versed in professional elections and the labour aspects of M&A transactions and corporate restructurings. Additional experience handling employee benefit schemes and mandatory pay issues.

Strengths Clients say that *"though the subjects are complicated, they listen and explain, they are able to*

pick out the details and understand the business,” further describing the lawyers as “reactive and responsive.”

Sources also highlight the team for its focused approach, noting that it is “*very to the point and gets the legal issue at stake quickly.*”

Work highlights Advised April Group on the employment aspects pertaining to its acquisition of the majority share capital by CVC Capital Partners.

Notable practitioners

Emma Röhsler wins praise from clients who state: “*She is always calm and rested in negotiations,*” adding: “*She looks for, and finds, the perfect explanations.*” She advises on post-merger employment issues, such as employee transfers and professional elections, with further strength in employee benefit schemes and mandatory pay issues.

Jones Day

What the team is known for Acts on M&A-related employment issues, such as redundancy plans, employee transfers and communications with employee representatives. Additional strength in harassment and discrimination claims as well as matters concerning occupational disease.

Strengths One satisfied client states: “*The team listens to clients’ needs, and is able to provide very good law support and suggest how to implement regulations in day-to-day work.*”

Work highlights Acted for Lincoln Electric on the employment aspects of its acquisition of Air Liquide Welding, including advice on redundancy measures and social plans.

Notable practitioners

Emmanuelle Rivez-Domont (see p.634) represents clients in investigations and disputes concerning occupational diseases, dismissals, harassment and discrimination. She also advises on voluntary departure plans and redundancy plans, as well as employee transfer matters. One source states: “*I highly recommend her for her excellent track record, pragmatic advice and responsive and collaborative working style.*”

Orrick Rambaud Martel

See profile on p.93

What the team is known for Assists with collective dismissals, employee transfers and executive-level departures. Experienced in individual and collective litigation concerning discrimination and employee representative bodies. Also advises on labour issues following M&A transactions and company reorganisations, such as voluntary redundancy plans and integration issues.

Strengths Sources highlight the team for its “*capacity to understand business and propose pro-business solutions.*”

Another interviewee appreciates the client-focused approach, highlighting the lawyers’ “*really strong ability to educate and explain to all levels on the business concerning employment and legal issues.*”

Work highlights Acted for GIE AXA on post-acquisition integration issues, including consultation with staff representative bodies and departure plans.

Notable practitioners

The “*brilliant and smart*” **Emmanuel Bénard** (see p.618) wins praise from clients, with one source highlighting his “*expertise, commitment, strategic thinking and negotiation skills.*” He advises on restructurings and transactions-related employment issues, such as redundancies, employee transfers and integration.

Squire Patton Boggs

What the team is known for Offers expertise in a variety of domestic and cross-border employment law matters including redundancies, corporate restructurings and social plans. Demonstrates further skill advising on employee transfers. Also represents clients in collective litigation following site closures and reorganisations. Additional strength handling claims relating to discrimination and working time as well as assistance with professional elections.

Strengths Interviewees say the lawyers are “*commercially aware,*” highlighting that “*they accommodate our needs as well.*”

Notable practitioners

Pauline Pierce acts for clients on employment aspects of restructuring, including management of litigation risks. She further advises on relocation issues, professional elections and bonus schemes.

VIVANT CHISS

What the team is known for Well-respected French employment boutique noted for its skill in handling collective agreements and redundancy matters. Also handles reorganisations and employment litigation. Further experience handling employment aspects of M&A transactions, assisting with integration of employees and negotiations with employee representatives.

Strengths Interviewees say the lawyers provide “*very practical and operational answers.*”

Clients also laud the team for its creativity and solution-oriented approach.

Work highlights Advised Louvre Hotels on the employees’ representative scheme in connection to the reorganisation of its French entities.

Notable practitioners

Antoine Vivant represents clients in consultations with employee representative bodies and assists with redundancy plans. He also advises on recruitment policy and social strategy. **Hélène Daher** is active in claims surrounding bonuses and overtime as well as those concerning discrimination. She also advises on working time issues and reorganisation mandates. One client says: “*She really understands every question and problem and is really adaptable,*” adding: “*She is very reactive and responds quickly.*”

Other Ranked Lawyers

Jean-Marc Albiol represents clients in contentious mandates concerning redundancies and alleged unfair dismissals. He also advises on the establishment of employee representative bodies and equal pay measures. One client lauds Albiol for his “*straightforward and easy-to-understand*” communication.

Philippe Després advises clients on employment aspects of mergers and acquisitions. He is also well versed in handling redundancies in the context of restructuring mandates and site closures.

Laurence Dumure-Lambert advises clients on the implementation of mass dismissals, while also acting on related litigation. She also offers experience in professional elections, job protection plans and working time issues. One client appreciates her “*precise and concrete*” approach to matters as well as her “*excellent tenacity which results in the obtaining of the expected result.*”

Cecile Martin assists with the creation of employee representative bodies. She further advises on internal investigations and claims concerning harassment and work accidents. One client states: “*She really understands the issues very quickly,*” further underlining: “*She replies with detail and precision and is very reactive.*”

Maxime Pigeon offers an “*excellent, pragmatic approach and very good feedback,*” according to one source. He represents clients before the courts regarding harassment claims. He also advises clients on professional elections, negotiations with trade unions and the employment aspects of restructuring mandates.

Laurence Renard acts for clients on investigations into discrimination and harassment, implementation of social plans and post-acquisition integration matters. She offers further experience in collective redundancies, while also advising on termination of senior executive contracts.

David Rigaud is noted by market commentators for his experience handling retirement and social security matters. He also advises clients on remuneration issues.

Sabine Smith-Vidal (see p.635) advises on collective redundancies, pension plans and harassment claims. She also acts on the hiring and dismissal of senior executives.

Viviane Stulz is noted by market commentators as a “*very good*” practitioner. She advises both domestic and international clients on employment issues, covering social protection as well as individual and collective labour relations.

CHASSANY WATRELOT & ASSOCIÉS (CWA)

www.cwassocies.com tel: +331 44 34 84 84 fax: +331 44 34 84 85

Managing Partners: Philippe Chassany, Jérôme Watrelot

Number of partners worldwide: 19

Other lawyers worldwide: 60 Number of lawyers in France: 50

Languages: *Arabic, English, French, German, Spanish*

Firm Overview:

A law firm founded in 1987 by Philippe Chassany and Jérôme Watrelot, Chassany Watrelot & Associés' practice is exclusively dedicated to employment law as well as to other legal areas affecting human resources management.

Located in France (Paris, Lyon, and Sophia-Antipolis) as well as in the MENA region (Casablanca, Tangier, Algiers and Tunis), Chassany Watrelot & Associés brings together over 60 specialized lawyers providing legal advice and representation during litigation before all courts of justice. Chassany Watrelot & Associés also develops and conducts professional training tailored to its clients' needs.

Favouring an easy and direct contact with clients, Chassany Watrelot & Associés supports companies at all stages of the labour relations, either collective or individual. In the daily management of human resources as well as in the framework of large scale operations, Chassany Watrelot & Associés focuses on providing customised, operational and secure solutions taking into account all the requirements and time constraints of its clients and their business environment.

Main Areas of Practice:

Backed by over 30 years of experience, Chassany Watrelot & Associés (CWA) provides legal advice to major international groups or SMEs, which benefit both from the very personalised, follow up of a lawyer specifically dedicated as well as from the expertise of the entire firm through its technical hubs.

Employment Collective Relations:

A partner of companies and/or employer organisations, Chassany Watrelot & Associés brings its knowledge of legislation and case law, its responsiveness and its analysis in order to help master the management of labour relations (implementation of staff representative institutions, conduct of collective negotiations...) always anticipating the consequences of strategic choices onto the management of the company.

Restructurings/Mergers & Acquisitions:

Chassany Watrelot & Associés is involved in restructuring operations such as mergers and acquisitions, business transfers or outsourcing operations. Whether harmonising working conditions or leading restructurings, Chassany Watrelot & Associés addresses all matters: staff representatives' consultation, legal due diligence reports, impact of business transfers on employees or elaboration and implementation of redundancy plans, negotiation of management packages, etc. Thereby, Chassany Watrelot & Associés advises and assists its clients in providing legal advice focusing on the proactive management of risks at all stages of the operation as well as the development of practical, innovative and tailor-made solutions taking into consideration the specificities of the client business area.

Compensation & Profit Sharing:

Chassany Watrelot & Associés assists its clients in all issues relating to compensation and benefits, in particular in the elaboration of remuneration strategies including incentive plans, taking into account the legal environment for social and tax optimisation and the client specific constraints and needs (notably in case of merger or any other restructuring operation).

Pensions & Welfare Protection:

Chassany Watrelot & Associés assists companies on retirement plans, supplementary healthcare schemes or death-incapacity-disability schemes. Chassany Watrelot & Associés has also developed a wide expertise in end-of-career plans. This expertise allows Chassany Watrelot & Associés to advise its clients in the framework of their relationships with the staff and its representatives, but also with insurance companies, pension funds, brokers etc.

Social Security:

Chassany Watrelot & Associés offers its expertise in the upstream application of social security rules, but also during the operations of control of companies. Chassany Watrelot & Associés' teams immediately apprehend the impact of changes in social security regulations for companies and optimally support the latter in the implementation of these rules as well as in the decision making process.

Health & Safety at Work:

Chassany Watrelot & Associés offers companies a comprehensive support adapted to their activity and to the latest legal evolutions (i) during the development and the follow-up of the occupational hazards prevention policy and (ii) in the conduct of relations with the staff representatives. Chassany Watrelot & Associés also accompanies its clients when accidents at work/occupational diseases occur and assists them at all steps of these files and their pre-litigation and litigation stages.

International Mobility:

Chassany Watrelot & Associés has developed a high-level expertise in the employee mobility management and assists companies in their international development, with constant focus on the safety of the solutions advocated. Chassany Watrelot & Associés' transversal team (tax, employment and social security law) dedicated to international mobility, works in connection with a wide network of foreign lawyers able to act jointly in assisting its clients in the day-to-day management of their employee mobility.

International Work:

Thanks to its extensive experience of international operations, multilingual skills and foreign lawyer's network, Chassany Watrelot & Associés provides companies with innovative, operational and secure solutions, taking into account all the requirements of their business environment, especially in an international context.

Liaising with CWA Morocco, CWA Tunisia as well as CWA Algeria, Chassany Watrelot & Associés is notably in a position to provide national and international companies and organisations with a full range of legal services throughout the MENA zone.

Chassany Watrelot & Associés offices work with best-friends legal networks such as International Bar Association (IBA), Union Internationale des Avocats (UIA), Eversheds African Legal Institute (EALI), Institut International de Droit d'Expression Française (IDEF), Employment Law Alliance (ELA).

OFFICES

FRANCE

LYON: 94, quai Charles de Gaulle - 69463
Cedex 06

Tel: +33 4 37 51 16 16 Fax: +33 4 37 51 16 17
Email: cwa.lyon@cwassocies.com

SOPHIA-ANTIPOLIS: Espace Berlioz - 100, rue Albert
Caquot - 06140

Tel: +33 4 93 33 55 55 Fax: +33 4 92 58 93 69
Email: cwa.sophia-antipolis@cwassocies.com

PARIS: 8, rue Chateaubriand - 75008

Tel: +33 1 44 34 84 84 Fax: +33 1 44 34 84 85
Email: cwa.paris@cwassocies.com

ALGERIA

ALGIERS: 1, boulevard Amilcar Cabral,
Quartier de la Marine, 16000

Tel: +213 21 43 94 43 Fax: +213 21 43 94 43
Email: cwa.alger@cwassocies.com

MOROCCO

CASABLANCA: 17, rue El Bouhtouri -
Quartier Gauthier - 20060

Tel: +212 522 220 070 Fax: +212 522 225 070
Email: cwa.casablanca@cwassocies.com

TANGIER: Centre d'Affaires eBusiness,
Lot n° 43B - Tangier Free Zone - 90000

Tel: +212 661 294 707
Email: cwa.tanger@cwassocies.com

TUNISIA

TUNIS: Immeuble Mazars, rue du Lac Ghar El Melh -
Les Berges du Lac - 1053

Tel: +216 502 80 983
Email: cwa.tunis@cwassocies.com

Clients:

Chassany Watrelot & Associés provides legal advice and assistance to a wide range of clients, large international groups as well as medium sized companies, in various areas such as media and telecommunications, consumer goods and retail, automotive, financial institutions, aeronautics, medical equipment or pharmaceuticals. Chassany Watrelot & Associés also assists employers' organisations.

