

## CORPORATE LABOUR LAW – LABOUR RELATIONS

The firm's Corporate Labour Law and labour relations team is involved at every stage of the development of companies and groups of companies. As the growing recognition of the human factor in the company brings employment law issues at the heart of its strategy, we strive to assist you in achieving your goals and turning the social factor into a valuable asset.

### • OUR STRENGTHS

**Our technical expertise.** Beyond a perfect knowledge of the regulations related to social issues, our solutions always anticipate any contesting that may arise from an operation, in order to reduce their potential consequences.

- Relevant strategic choices
- Restriction of the risks taken within the context of complex operations
- Improvement of social relations

**Our fighting spirit.** When a dispute turns out inevitable and we consider that the cause is worth fighting for, it is with the utmost strength and tenacity that we stand by your side to defend your interests. Identification and consideration of all the issues.

- Reinforced support at every stage of the process
- Limitation of the risks of precedent setting

**Our close relation with the client.** As a genuine partner, we work in constant contact with our clients and do not hesitate to come to their premises in order to better understand their real issues.

- Anticipation of the client's needs
- Swiftness of interventions
- Pragmatic and relevant counsels

### • AREAS OF PRACTICE

#### *Individual Relations*

- Organization of the employment relation: hiring policy, specific agreements and provisions, disciplinary measures, psychological and sexual harassment...
- Management of the employment contract's termination: redundancies and compromise settlements, lay-offs of protected employees, assistance of the employer before the Labour Inspection;
- Management of the executives and managers' careers: combination of an employment contract and a corporate office, retribution arrangements (premiums, stock options), contingency, health insurance and pension schemes, departure, penal and civil liability

#### *Collective Relations*

- Setting-up and management of staff representative bodies
- Negotiation of collective agreements: all kinds of collective agreements, agreement on work-time organization and reduction, amendment of such agreements...
- Specific protection granted to staff representatives;
- Resolution of crisis situations (Unions' claims, strikes...) and conflicting relations with Unions
- Compensation and savings' schemes: incentive schemes, profit-sharing plans and saving plans, deferred compensation

#### *Company & Group Restructurings*

- Definition and deployment of an adapted strategy: restructuring, off-shoring, outsourcing, transfer of undertakings or activities
- Assistance in the deployment of downsizings, voluntary separation plans, staff transfer, relations with staff representatives...

#### *Regulatory Monitoring & Setting of standards*

- Health and safety
- Working time, discrimination, accidents at work
- IT (company IT policy, employee monitoring, collaboration with the French Data Protection Commission (CNIL...))

## • REFERENCES

### *Seminars & Teaching experience*

- Delegation of powers: the keys to audit, secure and update your systems – Development Institute International (DII)
- Deploying the Whistle blowing ethical alert system. Being efficient while complying with requirements – Development Institute International (DII)
- Employee cyber monitoring – Hauts de Seine Nord branch of the French Business Confederation (MEDEF)
- Wage equality: how to achieve it? Can salaries still be defined on an individual basis? – Liaisons sociales, Travail et Emploi
- Employee transfers, outsourcing: is article L.122-12 doomed to disappear? – Lettre des Juristes d’Affaires (Matinées-Débats)
- Using ITC in the workplace: risks and challenges for human resources management – Lamy Formation

### *Association members*

- European Employment Lawyers Association (EELA)
- American Bar Association (ABA), Employment Law Section, International Law Section
- AVOSIAL
- Institut Montaigne

### *Recent Assignments*

AREAS	ASSIGNMENTS
<b>France-based subsidiaries of foreign groups</b>	Assistance of the subsidiary of a North American industrial group in the resolution of a conflict with the unions in connection with the negotiation of a collective agreement on working time on a production site, negotiation and implementation of a voluntary separation plan and assistance in its deployment
	Assistance in the procedure of dismissal and removal of the general manager of the five France-based subsidiaries of an Anglo-Icelandic group due to acts of bullying. Assistance in the conduct of internal investigations, implementation of the proceedings, defense against the action brought by the general manager before the French employment tribunal, conduct of the negotiations related to a compromise agreement
	Defense of the corporate officer of a German group’s French subsidiary before the Criminal Court for manslaughter, after the occurrence of an industrial accident in one of the subsidiary’s warehouse
<b>Service providers</b>	Assistance of a bank belonging to a French distribution network through a change of service provider under the terms of article L.1224-1 of French labour Code regarding the transfer of employees to the new provider (about 225 employees previously assigned to the performance of the service with its predecessor)
<b>Printing houses / Paper-making industry</b>	Defense of a group of French companies within the context of a collective litigation initiated by about fifty employees under the aegis of a trade union for non-compliance with the regulations applying to working hours and undeclared work. Defense of the group director before the Criminal Court for undeclared work and discrimination because of trade union activities
<b>Public building and Works sector</b>	Assistance of a group of French companies for the overhaul of its delegation of powers’ system, notably to sign contracts for the purchase of materials and public contracts and to implement the transfer of criminal liability for hygiene, safety and environmental protection
<b>Architecture / Urban development</b>	stations (subsidiaries of a public Industrial and Commercial Establishment), transfer of employees, relations with the employee representatives, scheduling and consultation procedures, impact on the collective bargaining agreements

## • CONTACT

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