

Employment Law

- Employment Law - France
- Employment Law - U.S.

The firm's employment attorneys represent employers and executives in a variety of litigation and counseling matters both in the United States and in France.

In the United States, Cohen & Gresser employment attorneys represent clients in state and federal court actions; other forums such as the Equal Employment Opportunity Commission, the New York State Division of Human Rights, and the New York City Commission on Human Rights; court monitorships; and investigations. We also counsel employers and executives on a wide range of contractual and business matters, including employment, privacy, and social media policies and incident response plans.

In France, Cohen & Gresser employment attorneys have significant experience in counseling French and international employers and top managers/executives, as well as representing them in litigation relating to various employment and labor-related issues, including individual and collective relations. Our Paris attorneys also represent companies on all employment law aspects of mergers, acquisitions, and restructurings and provide advice on status, remuneration, and social coverage of top management/executives and corporate officers.

Employment Law - France

Lawyers in our *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

Employment Law – U.S.

The firm's U.S.-based Employment Law group advocates for employers and executives in state and federal court actions as well as before the Equal Employment Opportunity Commission, the New York State Division of Human Rights, and the New York City Commission on Human Rights. We have successfully handled matters centering on restrictive covenants, trade secrets, wrongful termination, discrimination, wages and benefits, and whistleblowing and retaliation claims.

Our attorneys also have significant experience counseling employers and executives on contractual and business matters. We regularly provide advice regarding reductions in force, separation and termination, employment contracts, executive compensation, confidentiality agreements, restrictive covenants, consulting and work for hire agreements, the Fair Labor Standards Act, and ERISA litigation. We also counsel employers on employment policies and practices to help our clients limit risk, avoid litigation, and increase efficiencies, including drafting employment handbooks, social media and privacy policies, and incident response plans.

The firm was also appointed by the U.S. District Court for the Eastern District of New York to monitor the Fire Department of New York and is helping address its hiring and employment practices, including overseeing the recruitment, testing, hiring, training, and promotion of entry-level firefighters.