

Julie Caussade

Partner



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Paris

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Overview

Julie Caussade concentrates on employment and social security law both in contentious and advisory matters.

She is partner in the Paris office and Co-Chair of Paris Employment Group.

Julie assists French and international companies operating in various economic sectors such as hospitality and leisures, real estate, pharmaceuticals, aviation, banks, as well as service companies and industrial groups. She deals primarily with the following aspects of employment law: employment contracts, remuneration, incentive schemes and profit sharing, termination and transactions, negotiation of collective agreements and professional elections, acquisition, restructuring, business transfers, remuneration and social coverage of top management, secondment and expatriation, office rules and policies. Julie also represents these companies before the French courts, in both individual (dismissal, discrimination/harassment) and collective disputes.

Experience

- **US Airline company:** Advising a US Airline company for more than 20 years on a daily basis regarding all employment issue, including expatriate issues and transfer of employees from the US to a French contract through a three-party transfer agreement;
- **US Airline company:** Advising a US Airline company with a presence on French Polynesia in employment issues related to its wages and working time policies;
- **Confidential Clients:** Advising clients in various sector of industries in M&A transactions and restructuring operations: acquisition and sales operations entailing the transfer of staff in France or outside France, implementation of collective dismissal plans; assistance in the information and consultation of the works council and union delegates;
- **Confidential Clients:** Advising clients on a day-to-day basis on any employment issues, either collective and the negotiation of in-house or individual, including litigation work.

Recognition

In its 2019 edition, *Legal 500* ranks Dentons Paris team in "Tier 2" in Employment Law. The team have also been consistently recognized by *Chambers Europe*.

Julie is also recognized, individually, by *Best Lawyers 2019* for her Employment practice and the by French magazines *Option Droit et Affaires* and *Décideurs*.

Activities and Affiliations

Memberships

- Member of the European Employment Lawyers Association (EELA)

Prior and Present Employment

- Joined Salans (now Dentons) in 1999

Areas of focus

Practices

- Employment and Labor
- Employment Contracts, Handbooks and Policies
- Executive Employment and Severance Agreements
- International Employment Law
- Labor Relations and Collective Labor Law Negotiation with Unions and Employee Representatives
- Mergers and Acquisitions
- Restrictive Covenant Disputes
- Restructuring, Redundancies and Reductions in Force
- Wrongful Termination and Unfair Dismissal

Industry sectors

- Automotive
- Financial Institutions
- Life Sciences and Health Care
- Luxury, Fashion and Beauty
- Manufacturing

Education

- University of Paris X – Nanterre Law School, 1993, Maîtrise, in Business Law
- Institut d'Etudes Politiques de Paris (Science Po), 1991, Economics and Finance section

Admissions and qualifications

- Admitted to the Bar, Paris, 1995

Languages

- English
- French