



## Christine Artus

### Partner

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## OVERVIEW

Christine Artus is a partner in charge of the Labor and Employment Group at K&L Gates in Paris.

She advises clients in their acquisitions, mergers, cessions and reorganizations and accompanies clients in their due diligence, consultation procedure with the Works Council and Hygiene, Safety and Conditions at Work Committee as well as the negotiations with the Trade Unions for the harmonization of the collective status.

Her general fields of experience cover individual aspects of Labor and Employment Law (*i.e.*, employment contracts, non-competition undertakings, non-solicitation and confidentiality undertakings, commissions and bonus plans, dismissals, settlement agreements, mutual termination agreements, etc.) and collective aspects of Labor and Employment Law (*i.e.*, Employee Representatives, Mandatory Profit Sharing, Voluntary Profit Sharing, Company's Collective Agreements, Company's Agreements on Social and Economic Unit, etc.). She also assists her clients in their Social Security Audit and judicial and administrative litigations.

Christine has developed significant experience in assisting clients in their restructuring plans, close down and relocations of sites conducting to the implementation of Employment Saving Plans (Social Plans) and Voluntary Departure Plans. She also assists her clients in their social relationships in collective procedures (*i.e.*, judicial restructuring, safeguard procedure, takeover/cession of activity, judicial liquidation, etc.).

She also advises clients within the Tourism & Hotels sector of activity on social relationships, Hotel Management Contract, specific social risks (*i.e.*, "extras", co-employment, illegal lending of workforce, etc.) and on the renovation works.

Based on her 20-year experience in Labor and Employment Law, Christine is a key Business Partner for her clients that she assists through out their various projects. She is able to find out pragmatic solutions to their business and legal issues, in particular in case of strikes and situations of social conflicts.

## PROFESSIONAL BACKGROUND

Prior to joining the firm, Christine was a partner in the Paris office of a multinational law firm for 15 years. Previously, she worked in another multinational law firm for 5 years.

## ACHIEVEMENTS

- Christine is identified as "excellent" in "Management of the social aspects of M&A and social audits" - Décideurs 2014

## PROFESSIONAL / CIVIC ACTIVITIES

Christine is a member of AvoSial, a professional association of companies' lawyers specialized in Labor and Employment Law and teaches at the Paris Bar School.

## SPEAKING ENGAGEMENTS

- Christine speaks at various seminars on current French case law for National and International clients. She is a speaker at the Annual Tourism & Hotel Conference.
- Christine has written a number of articles for various publications, including "Recent Evolution in Discrimination" for *Semaine Juridique Sociale*, "Reduce employees' costs by means of partial unemployment" for *L'Entreprise*.

## EDUCATION

- D.E.A, University of Paris XIII, 1994 (*Commercial Law*)
- Maitrise, University of Paris I - Panthéon-Sorbonne, 1992 (*Droit des Affaires Internationales*)

## ADMISSIONS

- Bar of Paris

## LANGUAGES

- English
- French

## THOUGHT LEADERSHIP POWERED BY HUB

- 13 April 2021, Sapin II: What Recommendations Should Be Followed From 2021 Onwards? (*Alerts/Updates*)
- 19 January 2021, COVID-19: Paris Employment Newsletter (*Alerts/Updates*)
- 29 September 2020, COVID-19: Return to Work: What is New in September 2020? (*Alerts/Updates*)
- 17 August 2020, COVID-19: Return to Work and Partial Activity (II) (*Alerts/Updates*)
- 24 June 2020, COVID-19: Return to Work and Partial Activity (*Alerts/Updates*)

- 9 June 2020, COVID-19: French Supervisory Authority Provides Guidance on Personal Data Processing by Employers Amidst Post-Lockdown Return to Work (*Alerts/Updates*)
- 1 June 2020, COVID-19: Return to Work Europe (*Alerts/Updates*)
- 22 May 2020, COVID-19: Employees' Return to Work - How Employers Can Prepare for a Gradual and Safe Transition (*Alerts/Updates*)
- 7 May 2020, COVID-19: French Employer Checklist: Preparing for the Gradual Return to Work (*Alerts/Updates*)
- 20 April 2020, COVID-19: Follow-up on the Q&A on Employment Implications in France (2) (*Alerts/Updates*)
- 27 March 2020, COVID-19: Q&A on Employment Implications in France (*Alerts/Updates*)
- 20 March 2020, Reform of the French Civil Procedure : Labour Litigation Impacted? (*Alerts/Updates*)
- 27 February 2020, French Supreme Court: Working Time Agreements Invalid Due to Inadequate Monitoring of Employee Workloads (*Alerts/Updates*)
- 3 February 2020, New Year, New Actions To Be Taken (*Alerts/Updates*)
- 23 December 2019, Employee Video Surveillance: Position of the European Court of Human Rights (*Alerts/Updates*)
- 5 December 2019, Mutual Termination Agreements: Between Temptation and Risk for Employers (*Alerts/Updates*)
- 18 October 2019, In France, Measuring Wage Inequality Between Women and Men Is Legally Required (*Alerts/Updates*)
- 17 October 2019, Key Labour Law Developments in EMEA (*Webinar*)
- 13 June 2019, Do Employers Now Need to Measure Daily Working Hours of All Workers? (*Alerts/Updates*)
- 22 February 2017, What is new in France: right for the employees to disconnect? (*Alerts/Updates*)

## NEWS & EVENTS

- 12 May 2021, Remote Working Abroad – What Employers Need to Know (*Event*)
- August 2020, K&L Gates Lawyers Provide Insights on Impact of COVID-19 Across Various Industries (*Media Mention*)
- 3 July 2017, K&L Gates Advises VTG on EUR780 Million Purchase of Nacco Group (*Press Release*)
- 12 September 2016, K&L Gates advises Equinix on Acquisition of Paris Data Center from Digital Realty (*Press Release*)
- 12 November 2015, K&L Gates Enhances Global Employer Solutions Capabilities with Addition of Paris Labor and Employment Partner (*Press Release*)

## MEDIA MENTIONS

- “Covid-19 : Focus sur la 'prime Macron',” *Le Monde Du Droit*, 2 April 2020

## AREAS OF FOCUS

- Labor, Employment, and Workplace Safety