

## Thierry Meillat

Partner

Paris

### Biography

Ranked for Labor & Employment by Best Lawyers (2014) and Legal 500 (2015), Thierry advises international and French companies as well as groups with respect to most of French employment law issues. These include: collective redundancy plans and individual terminations; TUPE regulations and employment issues relating to corporate transactions; relations with employee representative bodies and unions; employee data protection; negotiation and enforcement of employment contracts (including non-compete and confidentiality clauses), as well as collective agreements with unions; discrimination and harassment legislation; working time legislation; social security law (including social security adjustment procedures); profit-sharing.

Thierry represents companies before the various administrations (including the labor administration) and litigates before the different courts in all the French territory (industrial tribunals, civil tribunals, social security tribunals, courts of appeal) in cases against employee representative bodies, unions, employees and former employees, French labor and social security administrations, etc. He has developed over the years a specific experience and knowledge in the banking, luxury and services sectors. Thierry has also managed or participated to several Pan-European employment



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### Languages

English  
French  
Spanish

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### Practices

Employment  
Technology Litigation

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### Industries

Private Capital

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projects.

## Representative experience

Advising the French branch of a major international bank in several collective redundancy plans involving approx. 200 employees.

Advising an international leader in the Fragrance and Fashion sector in a collective redundancy plan concerning a worldwide famous fragrance brand.

Advising a French public bank in all its employment-related matters, including the consequences of successive mergers and reorganizations decided by the French government.

Advising and assisting a global industrial conglomerate in pan-european employment matters.

Advising a world leader in pre-paid services in relation to French employment law matters.

## Awards and rankings

- Employment, *Legal 500 EMEA*, 2018-2020
- Industry Focus: Luxury Goods, *Legal 500 EMEA*, 2019

## Latest thinking and events

- Analysis
  - Five things retailers should consider in the COVID-19 era
- Hogan Lovells Publications
  - Introduction of social measures in support of businesses facing the COVID-19 crisis
- Hogan Lovells Publications
  - Companies: What is the legal antidote to COVID-19 in France?
- Webinar
  - Protecting your business: current trends in non-competes and confidential information

## Areas of focus

International Programs

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## Education and admissions

### Education

Maîtrise, Université Paris X, Nanterre, 1992

Diploma, Sciences Po, 1988

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## Bar admissions and qualifications

Paris

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- Publications
  - The measures of the Macron orders have been published in the Journal Officiel
- Hogan Lovells Events
  - Global Employment Challenges: Is Your Company Prepared?