

## Andrew Stones

### Partner

#### London

T +44 20 7655 1667

M +44 782 520 4591

#### Leeds

T +44 113 284 7375

[andrew.stones@squirepb.com](mailto:andrew.stones@squirepb.com)



### About Andrew

Andrew Stones is a partner in our Labour & Employment team based in our London and Leeds offices. He is the relationship partner for many of the firm's major clients and is trusted at board level to advise on all people-related matters, with a particular focus on executive compensation and benefits (both in relation to appointment and severance), strategic people-related projects, litigation and international project management.

Andrew spent two years in-house with one of the world's largest global retail companies and has real insight in terms of what is and is not appreciated when advising a business. He is often instructed to deal with the most significant of issues, be it C-Suite compensation and benefits, high-profile litigation, or major change projects (including on a multijurisdictional basis). Andrew was the lead partner on the groundbreaking holiday pay case, "*Bear Scotland*", dealing with overtime in holiday pay, the outcome of which prevented a multibillion-pound liability for the UK economy.

### Experience

- Advising on proposed changes to terms and conditions of employment affecting more than 25,000 employees.
- Defending trade union requests for statutory recognition through the Central Arbitration Committee.
- Advising a FTSE 100 company in relation to the redundancy/collective consultation process arising from the conclusion of one of the largest construction projects in the UK.
- Defending a claim brought by 2 unions for a protective award for an alleged failure to collectively consult involving liability of £1.5 million.
- Advising a number of clients in relation to serial grievance raisers.
- Advising on the employment issues of business integrations, associated union relationships and drafting collective/partnership agreements.
- Advising in relation to potential claims against a trade union given its failure to repudiate 'wildcat' (unprotected) industrial action.
- Defending claims of alleged trade union blacklisting both under the old legislation and the new black list regulations.

- Negotiating several senior executive termination packages.

## Credentials

### Education

- University of Sheffield, L.P.C., 1999
- University of Sheffield, LL.B., Honors, 1998

### Admissions

- England and Wales, 2002

## Recognitions

- "Particular mention is given to Andrew Stones, who just understands his clients' businesses. He is always available on short notice to provide no-nonsense advice in a time-sensitive manner that is balanced and fair. He is extremely approachable and easily navigates his way through complex and challenging scenarios." *The Legal 500 UK*

## Expertise

### Services

- Labor & Employment

### Industries

- Life Sciences

## About our firm

One of the world's strongest integrated law firms, providing insight at the point where law, business and government meet. We deliver commercially focused business solutions by combining our legal, lobbying and political capabilities and invaluable connections on the ground to a diverse mix of clients, from long-established leading corporations to emerging businesses, startup visionaries and sovereign nations. More than 1,500 lawyers in over 40 offices across four continents provide unrivaled access to expertise.