

Jean-Sébastien Lipski

Of Counsel

Paris

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Languages spoken

French | English



About Jean-Sébastien

Jean-Sébastien Lipski is of counsel in our Labour and Employment Practice Group and is based in our Paris office. He advises French and international businesses on all aspects of contentious and non-contentious employment law, as well as on social security law.

Jean-Sébastien has extensive experience advising on complex workforce reorganisations and collective redundancies, as well as on collective labour relations and company-wide negotiations. He regularly supports clients in the design and implementation of employee savings and incentive schemes, including voluntary and mandatory profit-sharing arrangements, collective savings plans (PEE), pension savings plans (PERCO), time savings accounts (CET) and employee shareholding programmes.

He also advises on all aspects of individual employment matters, including hiring processes, disciplinary procedures and internal investigations (notably in cases involving alleged harassment or bullying), disciplinary and non-disciplinary terminations and international mobility, covering both employment law business immigration law and social security considerations. In addition, he has substantial experience handling pre-litigation and litigation before employment courts.

Clients value his ability to guide them through the technical and practical complexities of employment law, consistently facilitating the implementation of projects through creativity and strategic thinking, and delivering pragmatic solutions that go beyond a purely legal approach.

In addition, he regularly contributes articles to leading international publications, including *IEL* and *LexisNexis*. He teaches labour and employment law at universities and business schools in Paris and leads the firm's pro bono activities in Paris.

Experience

- Providing strategic legal counsel to a wholesale trade company in a series of complex, high-stakes individual employment litigations involving sensitive working time issues.
- Advising a leading aerospace company a wide range of employment law matters for two of its French entities, providing ongoing, day-to-day support across a variety of individual employment issues.

- Supporting a food and beverage company in the closure of their operations in France in a context of time-sensitive aspects related to the financial situation of the French operations.
- Providing day-to-day advice to an international insurance company on all aspects of employment law, especially focused on bullying issues and investigations. We also support them in variable pay claims and issues.
- Advising on site closures of French subsidiaries of international groups (especially plastic and electronic devices/software sectors).
- Setting up of mandatory and voluntary profit sharing and company saving schemes (especially wholesale trade and food trade sectors).
- Setting up of working time organisations within companies (especially telecommunications, pharmaceutical industry, marine and wholesale trade sectors).
- Downsizings of French subsidiaries of International Groups (especially marine and telecommunications sectors).
- Post acquisition advice to international clients acquiring operations in France, supporting on employment documentation compliance (especially in the IT sector).
- Employment Tribunal and Appeal Court litigations on dismissals, redundancies, working time, moral harassment (especially energy, wholesale trade, services provider, marine and electronic devices/software sectors).
- Social Security litigations related to occupational diseases and accidents (especially in the industry sector).

Credentials

Education

- Paris Bar Law School, EFB, 2012
- University Panthéon-ASSAS (Paris II), Ph.D., 2010
- University Panthéon-ASSAS (Paris II), Master II, 2007

Admissions

- Paris, 2012

Expertise

Services

- Business Immigration
- Labor & Employment

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.