SQUIRE PATTON BOGGS

Pauline Pierce



Partner

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Languages spoken
English | French

About Pauline

Pauline Pierce leads the Labour & Employment team in the Paris office and has over 25 years of experience in employment law. She is recognised for delivering pragmatic and effective solutions tailored to her clients' business objectives.

As a Franco-American, Pauline has a deep understanding of the cultural and operational challenges faced by international employers operating in France, and is particularly skilled at helping them navigate the French labour and employment environment.

She advises and represents international companies in both advisory and litigation matters, and regularly counsels C-suite executives and boards of directors on complex and sensitive collective labour and employment decisions, including large-scale reorganisations, workforce transformations and high-risk employment disputes.

Pauline has specific expertise in coordinating and managing personnel transfers in the context of mergers and acquisitions, and she frequently advises on global and national restructuring projects. Her practice also includes day-to-day strategic and operational support on all aspects of labour and employment law, including hiring and terminations, disciplinary procedures, internal policies, employee savings and incentive plans, stock option plans, working time arrangements, as well as relocations and site closures.

She has extensive experience in managing relationships with staff representative bodies, including professional elections, information and consultation processes and collective bargaining negotiations. Pauline also represents clients in post-employment and employee benefit plan litigation before the civil and administrative courts.

Experience

- Advising NYSE Global corporations on collective dismissals and site closures.
- Advising International corporations on the establishment of companies in France.
- National and cross border due diligence projects and M&A-related employment issues.
- Litigating sensitive high-stake claims (equity claims, co employment claims, overtime claims, collective claims post-reorganisation and site closure plans).

Credentials

Education

- Northwestern University, LL.M., 1999
- Universite Paris X - Nanterre, Maitrise en Droit, with honors, 1998

Admissions

- Paris, 2002

Recognitions

- Recognised in *Chambers Europe* 2020 for France – Employment
- Recognised in *Legal 500 Europe, Middle East & Africa* 2019 for France – Employment
- Recognised in *Chambers Europe* 2019 for France – Employment
- Recommended in *Chambers Europe* 2015

Expertise

Services

- Labor & Employment

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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.