



Charles PHILIP
Partner

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Nantes Bar (2001)

Partner at Racine since
2007

EMPLOYMENT LAW

Charles Philip specialises in employment law. He has been advising companies on employment and social security law matters for nearly twenty years, both in an advisory and dispute resolution capacity. His area of professional expertise covers individual and collective workplace relations as well as corporate reorganisations and restructurings and the prevention of conflicts.

His clients include companies operating in the industrial, services, construction, banking and engineering sectors, and local authorities.

In recent years, Charles has developed a practice and expertise in individual and collective negotiation strategies, electoral disputes and criminal employment law.

Closely involved in the entrepreneurial world, Charles daily advises business founders and executives through personalised training and discussions, and is also active within entrepreneurial networks and associations such as *Réseau Entreprendre Atlantique*.

AREAS OF EXPERTISE

- Individual employment relations
- Employment aspects of corporate restructurings, personnel transfers and due diligence in the context of merger transactions
- Avoidance of risks of conflict and defending interests before labour tribunals and the administrative authorities
- Implementation and support of social labour relations with social partners
- Collective bargaining
- Optimisation of individual and collective compensation systems
- Welfare protection litigation relating to social security matters: adjustments to social security contributions (URSSAF), sick leave/occupational disease procedures, inexcusable conduct
- Criminal employment law
- Electoral disputes

CAREER

- Partner at Racine since 2007 (creation of the Nantes office's employment law department)
- Lawyer with Ernst & Young, first in Paris and then in Nantes

EDUCATION

- Masters (DEA) in Employment and Trade Union law (Université Paris X) supervised by Professor Lyon-Caen

LANGUES

French, English

OTHER

- Former *Secrétaire de la conférence du stage* of the Hauts-de-Seine Bar