



**Sarah Usunier**  
**Partner**

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[susunier@racine.eu](mailto:susunier@racine.eu)

T. +33 (0)1 44 82 43 00

F. +33 (0)1 44 82 43 43

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Paris Bar (2003)

Partner at Racine

since 2015

## EMPLOYMENT LAW

Sarah Usunier has close to 15 years' experience in employment law. She acts both as an advisor and a litigator in all areas of employment law, and represents French and international companies operating in various sectors, and in particular the telecommunications, agri-business and services sectors. Sarah is developing, alongside Racine's Restructuring department, a highly-regarded distressed companies advisory practice focused on preventing and handling insolvency (safeguard, reorganisation and compulsory liquidation proceedings).

## AREAS OF EXPERTISE

- Managing reorganisations, disposals and takeovers (externalisations, transfers, business cessations, workforce reductions)
- Managing restructurings, particularly in the context of preventive measures (conciliation proceedings, special purpose trusteeships) and/or collective proceedings (safeguard, judicial reorganisation and compulsory liquidation proceedings)
- Collective employee status/collective bargaining/relations with employee representative bodies
- Risk management and defending interests before judicial and administrative authorities
- Individual employment relations (employment agreements, incompetence, psychological harassment)

## CAREER PRIOR TO JOINING RACINE

Toison Villey Broud, associate (2003 – 2011)

## EDUCATION

- Master, Private Law (Université Paris X)
- Master (DESS), Civil Litigation (Université Paris X)

## LANGUAGES

French, English

## OTHER

- Speaker, Corporate In-House Counsel (DJCE) programme, Université de Cergy-Pontoise
- Speaker, Actualité Liaisons Sociales conferences  
In 2015: "Employee incompetence: How to lead the proceedings?"

## PUBLICATIONS

"Does the reform of French law governing obligations have an impact on employment law?", *Journal des Sociétés*, September 2016

"Practice Note: How to manage an incompetence matter", *Liaisons sociales quotidien*, July 2015

"The validity of dismissal letters within an SAS", *Entreprise et affaires* legal week, February 2010