

Olivia Heilpern

OF COUNSEL

MEMBER OF THE LYON BAR

Soulier
AVOCATS

Olivia has worked for national and international law firms for almost ten years. She devotes her practice to supporting and defending companies in labor & employment law and global mobility.

She provides operational advice to companies and assist them on any issues associated with business reorganizations, growth and mobility.

She practices all aspects of labor & employment law, including both individual issues (employment contracts, compensation, negotiations, dismissals) and collective issues (collective agreements, staff representative bodies, health and safety in the workplace, etc.).

She provides legal assistance and support in connection with business and group reorganizations and restructurings (collective lay-off plans, voluntary separation plans, transfers of employees, etc.), labor due diligence (compliance audits, due diligence investigations in M&A transactions, etc.) as well as with the management of the labor implications of their growth policy.

She also assists French and foreign companies and groups in the definition, implementation and monitoring of their global mobility policy (secondment, expatriation, hiring of foreign workers, etc.).

Lastly, she represents and defends companies and executives in litigation before civil, criminal and administrative courts.

Selected Operation Summary

Individual employment relationships (employment contracts, remuneration policy, disciplinary actions, dismissals and redundancies, negotiated termination)

Collective employment relationships (election of staff representatives, relationships with staff representative bodies, collective statuses, duration and organization of working time, health and safety at work)

Business reorganizations/restructurings and closures of sites belonging to French and foreign groups operating in various industries (including preparation of collective redundancy plans, voluntary separation plans and collective mutual separation plans, transfers of employees under Article L. 1224-1 of the French Labor Code, harmonization of collective statuses)

Labor due diligence, compliance audits and audits of employment practices, assessment of financial risks

Management of relationships between salaried executives and/or corporate officers and companies (drafting of employment contracts or corporate mandates, negotiation of compensation)

Remuneration policies, employee savings and employee stock ownership plans



Expertise

INDIVIDUAL AND COLLECTIVE
EMPLOYMENT RELATIONSHIPS

BUSINESS REORGANIZATIONS AND
TRANSFERS

HEALTH AND SAFETY AT WORK

LABOR DUE DILIGENCE AND AUDIT OF
EMPLOYMENT PRACTICES

SOCIAL SECURITY AND SUPPLEMENTARY
SOCIAL PROTECTION

CIVIL SERVICE EMPLOYMENT LAW

GLOBAL MOBILITY

INDIVIDUAL AND COLLECTIVE LABOR
DISPUTES

o.heilpern@soulier-avocats.com

Tel + 33 (0)4 72 82 20 80

Fax + 33 (0)4 72 82 20 90

www.soulier-avocats.com

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Advice and assistance in connection with and drafting of collective agreements

Global mobility (secondment, expatriation, creation of entities in France or abroad, management of employees)

Representation in individual and collective disputes before labor, criminal and social security courts (dismissal, judicial termination, staff representative election related disputes, criminal liability of corporate officers, disputes with URSSAF, i.e. the French body responsible for collecting social-related contributions, etc.)

Background

- Avril Avocats, Partner, since 2022
- OREN Avocats, Partner, 2021-2022
- Fiducial Legal By Lamy, Associate, 2019-2021
- Fromont Briens, Associate, 2014-2019
- August & Debouzy, Intern, 2014

Education

- Postgraduate Degree in Corporate Legal Advice (*DJCE*) – Labor & Employment Certification, University of Rennes, 2011

Languages

- French
- English
- Polish