



Restructuration du travail et impartition

A smooth reorganization, restructuring, outsourcing or reduction in force hinges on early identification of a clear people strategy, a sensible understanding of how that strategy affects the commercial aspects of the change proposal and the development of a systematic approach to implementation.

SERVICES RELIÉS

- Fiscalité

When business change occurs, it is essential to avoid problems and start benefiting from the change as quickly as possible. We help clients achieve this by understanding the issues involved early on, developing effective plans to deal with these issues and executing the plans in a methodical yet flexible and cost-effective way based on our experience across a variety of industries and sectors. Our approach seeks to align the complex people risks inherent in many processes with the key commercial drivers for those processes. To our mind, a successful change process takes place on time, on budget and with minimal disruption from a people perspective. We help our clients to achieve all three things.

We have helped clients through processes involving major international re-alignments, complex outsourcing and insourcing arrangements and pre and post-merger/acquisition integrations. We have a flexible approach, providing teams or single points of contact appropriate to the deal. Our aim is to ensure that our clients have a clear understanding of the challenges they face, a sensible assessment of the commercial impact of those challenges and expert assistance in navigating through them.

Working closely with our international colleagues we have assisted clients in complex cross-border outsourcing deals, often bringing together people transfer issues across countries where the approach to the automatic transfer of people differs significantly. We have considerable experience in providing both employment and pensions assistance on such transfers, including drafting social plans, people transfer arrangements (automatic and otherwise), advising on works council and union negotiations and implementing post-merger reorganizations.

CAPABILITES

Workforce restructuring and outsourcing; how we can help manage change:

- Analysing the legal and regulatory implications of any change proposal
- Considering the people impact and associated cost of making change
- Implementing a clear and effective communications strategy
- Assisting with collective engagement with trade unions, works councils and employee forums
- Assisting with the alignment of commercial goals with human resource legal obligations
- Helping customers and service providers manage the transition of people in and out of their organisations
- Dealing with associated pensions and share scheme complexities arising from change programmes
- Navigating the commercial aspects of outsourcing and restructuring programmes to manage risk

EXPERIENCE

- Post-acquisition restructuring advice for a leading games developer in the EU and the US
- Advised an investment bank on an outsourcing project which involved providing advice from 12 countries in relation to TUPE and the Acquired Rights Directive
- Advised on implementing a 900 employee global restructuring, affecting employees in around 30 jurisdictions worldwide
- Advised a leading cosmetics firm on its European restructure affecting 1,500 employees worldwide, including implementation issues arising from US directives to be adopted on a global basis
- Co-ordinated the integration of a client's new graphics business across Europe, the Middle East and Africa. This required liaison between DLA Piper offices in over 20 jurisdictions
- Assisted a multinational pharmaceutical company to plan and implement its global merger which involved co-ordinating advice and planning project implementation across 30 jurisdictions
- Advised a leading telecoms business in a European outsourcing arrangement in Spain relating to data centres and IT activity for the UK and Spain

ACTUALITÉS

DLA Piper (Canada) s.e.n.c.r.l. accueille Stephen F. Gleave à titre d'associé

7 OCT 2019

DLA Piper (Canada) s.e.n.c.r.l. a le plaisir d'annoncer que Stephen Gleave s'est joint au cabinet à titre d'associé au bureau de Toronto. Stephen a une pratique de litige de droit commercial axée sur le droit de l'emploi.

DLA Piper (Canada) s.e.n.c.r.l. reconnue dans l'édition 2020 de Chambers Canada 2020

20 Sep 2019

DLA Piper (Canada) s.e.n.c.r.l. a le plaisir d'être reconnue comme leader de l'industrie dans l'édition 2020 de *Chambers Canada*.

DLA Piper (Canada) s.e.n.c.r.l. accueille un nouvel avocat, Simon McCleary

9 SEPT 2019

DLA Piper (Canada) s.e.n.c.r.l. accueille Simon McCleary à titre d'avocat au sein du groupe litiges, arbitrages et enquêtes du bureau de Toronto.

DLA Piper (Canada) s.e.n.c.r.l. accueille une nouvelle avocate Brooke Stewart

3 SEP 2019

DLA Piper (Canada) s.e.n.c.r.l. accueille Brooke Stewart à son bureau de Toronto à titre d'avocate au sein du groupe du droit de l'emploi.

Les avocats de DLA Piper (Canada) s.e.n.c.r.l. sont reconnus dans l'édition 2020 de *Best Lawyers in Canada*

21 AUG 2019

DLA Piper (Canada) s.e.n.c.r.l. a le plaisir de voir 70 de ses avocats dans 34 domaines de pratique différents reconnus dans l'édition 2020 du guide *Best Lawyers in Canada*.

DLA Piper (Canada) s.e.n.c.r.l. accueille une nouvelle avocate, Alyssa Barbuzzi

1 APR 2019

DLA Piper (Canada) s.e.n.c.r.l. accueille Alyssa Barbuzzi à son bureau de Toronto, à titre d'avocate au sein du groupe du droit de l'emploi.

DLA Piper (Canada) s.e.n.c.r.l. accueille quatre nouveaux associés

2 JAN 2019

DLA Piper (Canada) s.e.n.c.r.l. accueille quatre nouveaux associés à compter du 1er janvier 2019.

DLA Piper (Canada) s.e.n.c.r.l. est reconnue par le Legal 500 Canada en 2019

7 DEC 2018

DLA Piper (Canada) s.e.n.c.r.l. a le plaisir d'annoncer que 42 avocats dans 17 domaines de pratique ont été recommandés dans la dernière édition du *Legal 500 Canada*.

DLA Piper Canada s.e.n.c.r.l. reconnue dans l'édition 2019 de *Chambers Canada*

27 SEP 2018

DLA Piper (Canada) s.e.n.c.r.l. est heureuse d'être reconnue en tant que leader de l'industrie dans l'édition 2019 de *Chambers Canada*. Avec 34 avocats qui se sont distingués dans plus de 20 champs de pratique de droit, il s'agit de la meilleure performance de DLA Piper Canada à ce jour.

Soixante-douze avocats de DLA Piper (Canada) s.e.n.c.r.l. sont reconnus dans l'édition 2019 de *Best Lawyers in Canada*

22 AUG 2018

DLA Piper (Canada) s.e.n.c.r.l. est heureuse d'avoir augmenté encore une fois ses classements dans l'édition 2019 de *Best Lawyers*, avec près du tiers des avocats du cabinet qui se distinguent à titre de praticiens de premier plan au Canada dans plusieurs domaines de pratique clés.
