

Nicolas Chavier

Partner

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Focus Areas

Business Restructuring and M&A
Labor Management Relations
Employment Practices Audits
Hiring, Performance Management and Termination
Litigation and Trials

Overview

Nicolas Chavier concentrates in business restructuring, labor management relations, employment practice audits, hiring, performance management and termination. He advises companies of every size operating in a variety of sectors (insurance, agri-food, trading, plastics, venture capital, engineering, IT and construction, among others).

A member of the bar since 1995, he provides labor law and payroll tax assistance in a number of fields, both individual and collective:

- Restructuring management (job preservation plans, business transfers, voluntary departure plans, etc.)
- Union management
- Delegation of authority
- Workplace health and safety
- Criminal law
- Working hours
- Compliance audits and due diligence
- Payroll tax reassessments

Nicolas also conducts training sessions for his clients, and has authored in-depth articles on various subjects related to French and European labor law.

Nicolas drafts legal documents including collective agreements (reduction of working hours, harmonization, union rights, gender equality, etc.), employee savings plans (profit-sharing, employee shareholding, time savings accounts, etc.), senior action plans, etc.

He assists and represents employers in legal disputes of every kind, before labor, administrative, civil and criminal courts: individual disputes concerning labor and social security law (dismissal, workplace harassment, discrimination, workplace accidents and occupational illness, gross misconduct, etc.), as well as collective disputes related to labor law (contestation of health and safety committee assessments, electoral disputes, strikes, etc.).

Nicolas offers particular expertise in managing cases based on European Union law. He is a frequent lecturer for the master's program in Law and Labor Relations at Montpellier.

Education

DJCE - DESS, 1995

Bar Admissions

France

Languages

English

French

Publications & Press

Littler Attorneys in Six Countries Recognized in 2023 Editions of Best Lawyers™

Littler Press Release

June 24, 2022

Top 10 Issues to Consider When Posting Workers in France

Littler Insight

March 16, 2017

Les congés payés : panorama des obligations françaises à l'aune des exigences du droit de l'Union européenne

Semaine Juridique

October 13, 2015

Lettre de convocation : la fausse question du respect des droits de la defense

Actuel RH

July 2015

Fraude ou détachement, la France en fait-elle trop?

Jurisprudence Sociale Lamy

June 23, 2015

Affaire EASY JET et VUELING AIRLINES : une atteinte grave à la primauté du droit de l'Union Européenne

Semaine Sociale Lamy

September 1, 2014