

# Christine Artus

## Partner

Paris
+33.1.58.44.15.38

christine.artus@klgates.com

## OVERVIEW

Christine Artus is a partner in the firm's Labor, Employment, and Workplace Safety practice. She advises clients in their acquisitions, mergers, cessions, and reorganizations and accompanies clients in their due diligence, consultation procedure with the works council (CSE) as well as the negotiations with the trade unions.

Her general fields of experience cover individual aspects of labor and employment law (i.e., employment contracts, non-competition undertakings, non-solicitation and confidentiality undertakings, commissions and bonus plans, dismissals, settlement agreements, mutual termination agreements, etc.) and collective aspects of labor and employment law (i.e., employee representatives, mandatory profit sharing, voluntary profit sharing, company's collective agreements, company's agreements on social and economic unit, etc.). She also assists her clients in their Social Security Audit and judicial and administrative litigations.

Christine has developed significant experience in assisting clients in their restructuring plans, close down and relocations of sites conducting to the implementation of employment saving plans (social plans) and voluntary departure plans. She also assists her clients in their social relationships in collective procedures (i.e., judicial restructuring, safeguard procedure, takeover/cession of activity, judicial liquidation, etc.).

She also advises clients within the tourism and hotels sector of activity on social relationships, hotel management contract, specific social risks (i.e., “extras”, co-employment, illegal lending of workforce, etc.), and on the renovation works.

Based on her 25-year experience in labor and employment law, Christine is a key business partner for her clients that she assists throughout their various projects. She is able to find out pragmatic solutions to their business and legal issues, in particular in case of strikes and situations of social conflicts.

## PROFESSIONAL BACKGROUND

Prior to joining the firm, Christine was a partner in the Paris office of a multinational law firm for 15 years. Previously, she worked in another multinational law firm for 5 years.

## ACHIEVEMENTS

- Recognised by *The Legal 500 EMEA* as a Recommended Lawyer for Employment in France, 2020-2026
- *Leaders League/Décideurs 2020*
  - Collective bargaining and social relations - Recommended
  - High-Risk litigation and criminal labor law - Recommended
  - Social management of M&As and social audits - Recommended

## PROFESSIONAL / CIVIC ACTIVITIES

Christine is a member of AvoSial, a professional association of companies' lawyers specialized in Labor and Employment Law and teaches at the Paris Bar School.

## SPEAKING ENGAGEMENTS

- Speaker, "With you, BFM Business answers you," The Replay Avec Vous, 23 April 2025
- Speaker, "With you, BFM Business answers you," The Replay Avec Vous, 20 March 2025
- Speaker, "With you, BFM Business answers you," The Replay Avec Vous, 6 March 2025
- Speaker, "With you, BFM Business answers you," The Replay Avec Vous, 25 February 2025
- Speaker, "With you, BFM Business answers you," The Replay Avec Vous, 29 January 2025
- Speaker, "Fundamental Freedoms of employees: How far can we go?," Event organized by AvoSial organization, 24 January 2025
- Christine speaks at various seminars on current French case law for National and International clients. She is a speaker at the Annual Tourism & Hotel Conference.
- Christine has written a number of articles for various publications, including "Recent Evolution in Discrimination" for *Semaine Juridique Sociale*, "Reduce employees' costs by means of partial unemployment" for *L'Entreprise.*

## EDUCATION

- D.E.A, University of Paris XIII, 1994 *(Commercial Law)*
- Maitrise, University of Paris I - Panthéon-Sorbonne, 1992 *(Droit des Affaires Internationales)*

## ADMISSIONS

- Bar of Paris

## LANGUAGES

- English
- French

## THOUGHT LEADERSHIP *POWERED BY HUB*

- 8 July 2026, Extreme heat: employers ready for the new climate challenge?, *GPOMag*
- April 2026, Utilizing EORs in Europe: Key Considerations for Employers
- 2026, Global Employer Guide
- September 2025, Scanning the Horizon: A European Employment Legislation Update
- 19 May 2025, Harassment in the Workplace: A Major Challenge for Employers in France
- April 2025, DEI in Europe: What Are the Legal Requirements?
- December 2024, Recruiting in Europe 101
- June 2024, Internal Investigations in Cases of Harassment
- 27 June 2024, Internal Investigations of Harassment Claims
- 4 June 2024, Paris Olympic Games 2024: Reminder of The Main Rules Applicable to Non-French Employers
- 13 February 2024, Important Changes to French Labor Law in 2024
- 11 November 2023, Paid Leave in France: New Rules Applicable
- 1 February 2023, Whistleblowers Now Protected Under Workplace Nondiscrimination Law
- 30 January 2023, PEOs–The European Perspective
- December 2022, December 2022 Accolades - Part 1
- 28 September 2022, Focus on French Labor Law Changes Coming Into Effect in the Second Half of 2022
- 29 July 2022, European Collaboration featuring Christine Artus
- July 2022, The EU Whistleblowing Directive: Time to Prepare
- 13 June 2022, The French Supreme Court Confirms the Maximum Amount of Damages for Unfair Dismissal
- 6 April 2022, Gender Equality Index – Follow-Up on Compliance Requirements
- 15 February 2022, Fifth-Wave of the COVID-19 Pandemic: What Are the New Challenges for Companies in France?

- 27 January 2022, New Year, New Actions to Be Taken: What Is Changing Regarding French Labor Law in 2022
- October 2021, Business as Usual or Unusual – Return to Work Challenges and Strategies for Employers
- 28 June 2021, COVID-19: France Reviews its Health Measures Taken in the Context of the COVID-19 Pandemic
- 12 May 2021, Remote Working Abroad – What Employers Need to Know
- 19 January 2021, COVID-19: Paris Employment Newsletter
- 29 September 2020, COVID-19: Return to Work: What is New in September 2020?
- 17 August 2020, COVID-19: Return to Work and Partial Activity (II)
- 24 June 2020, COVID-19: Return to Work and Partial Activity
- 1 June 2020, COVID-19: Return to Work Europe
- 22 May 2020, COVID-19: Employees' Return to Work - How Employers Can Prepare for a Gradual and Safe Transition
- 7 May 2020, COVID-19: French Employer Checklist: Preparing for the Gradual Return to Work
- 20 April 2020, COVID-19: Follow-up on the Q&A on Employment Implications in France (2)
- 27 March 2020, COVID-19: Q&A on Employment Implications in France
- 20 March 2020, Reform of the French Civil Procedure : Labour Litigation Impacted?
- 27 February 2020, French Supreme Court: Working Time Agreements Invalid Due to Inadequate Monitoring of Employee Workloads
- 3 February 2020, New Year, New Actions To Be Taken
- 23 December 2019, Employee Video Surveillance: Position of the European Court of Human Rights
- 5 December 2019, Mutual Termination Agreements: Between Temptation and Risk for Employers
- 18 October 2019, In France, Measuring Wage Inequality Between Women and Men Is Legally Required
- 17 October 2019, Key Labour Law Developments in EMEA
- 13 June 2019, Do Employers Now Need to Measure Daily Working Hours of All Workers?
- 22 February 2017, What is new in France: right for the employees to disconnect?

## OTHER PUBLICATIONS

- Artificial Intelligence and Labor Relations: Opportunities and New Legal Challenges for Business, *Le Journal du Net*, 29 April 2025

- Elections du CSE: l'obligation de loyauté s'impose à l'employeur, *GPO Magazine*, 19 December 2023
- Sequestered boss: how to face it, how to avoid it?, *BeABoss.fr*, 22 December 2022

## NEWS & EVENTS

- 18 June 2026, Doing Business in France: Working Time-Main French Rules
- 12 March 2026, Doing Business in France: Different Types of Employment Contracts
- 6 November 2025, Doing Business in France: Hiring and Employment Law Essentials
- 24 August 2022, K&L Gates Advises Envision Digital on Acquisition of QOS Energy
- 6 October 2021, K&L Gates Advises Sinch AB on $1.9 Billion Acquisition of Pathwire
- 3 July 2017, K&L Gates Advises VTG on EUR780 Million Purchase of Nacco Group
- 12 September 2016, K&L Gates Advises Equinix on Acquisition of Paris Data Center From Digital Realty
- 12 November 2015, K&L Gates Enhances Global Employer Solutions Capabilities with Addition of Paris Labor and Employment Partner

## OTHER MEDIA MENTIONS

- "Egalité femme-homme: 'Les entreprises sont passées d'une obligation de moyens à une obligation de résultat'," *RSEDATANEWS*, 6 March 2025
- "Jurisprudence, licenciement et vie privée : zoom sur 3 décisions récentes," *My [RH] Line*, 24 February 2025
- "Les employeurs ont tout intérêt à commencer à provisionner," *InfoSocialRH,* 9 October 2023 (interview)
- "Chômage partiel, repas forcé, télétravail: les réponses à vos questions," *MSN*, 11 June 2020 (interview)
- "Travail: Les litiges avec les employeurs pourraient se multiplier," *Capital*, 1 May 2020 (interview)
- "Covid-19 : Focus sur la 'prime Macron'," *Le Monde Du Droit*, 2 April 2020
- "En l'absence de circonstances exceptionnelles ou cas de force majeure, ni l'employeur, ni le salarié ne peuvent imposer le télétravail," *Le Monde du Droit*, 31 March 2021

## AREAS OF FOCUS

- Labor, Employment, and Workplace Safety
- Global Employer Solutions

## INDUSTRIES

- Life Sciences