

Paul Callegari

Practice Group Coordinator - Labor, Employment, and Workplace Safety and Managing Partner, London Office

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OVERVIEW

Paul Callegari is managing partner of the firm's London office and a practice area coordinator in the firm's global Labor, Employment, and Workplace Safety practice. He leads the practice in the London office, helping international businesses to manage employment law issues in the UK and the EU. He is experienced in advising companies on all aspects of UK employment law including contracts and handbooks, performance and absence management processes, reductions in force and redundancies, internal investigations, disciplinary and grievance procedures executive severance negotiations, TUPE, the enforcement of post-termination restrictions (including in team move situations) and defending employers against litigation from former employees.

Paul regularly works with international businesses, particularly US-headquartered businesses, in relation to the management of cross-border employment projects, such as pan-European redundancy programs, global incentive plan reviews, harmonisation of European contractual documentation and global data retention plans.

Paul is included in the employment section of *Chambers UK* and *Chambers Global* and was named to the London Super Lawyers list in 2013 and 2014. *Chambers UK* 2016 commented that Paul *"never fails to come up with clear and sound solutions that are pragmatic and successful*," *according to sources. He works with a broad stable of employers and is known to be "approachable, knowledgeable and articulate."* Clients note that Paul provides *"calm, patient, and business-focused legal guidance,"* with one client describing him as: *"without a doubt, my most favorite international counsel, ever."*

PROFESSIONAL BACKGROUND

Paul qualified as a lawyer in 1998.

ACHIEVEMENTS

- Named a Thomson Reuters Stand-out Lawyer, 2026
- Named to the London Super Lawyers list (2013-2014)

PROFESSIONAL / CIVIC ACTIVITIES

- Employment Lawyers Association, (Member)

SPEAKING ENGAGEMENTS

- Panellist, “Navigating Change: Insights to Support the Next Generation of Legal Talent,” Conference organised by BARBRI, 2 December 2025
- Speaker, “Preventing Harassment and Sexual Harassment in the Workplace,” Webinar presented by ILAG Network, 23 January 2025

EDUCATION

- LL.B., University of Bristol, 1995 *European Legal Studies*

ADMISSIONS

- Solicitor of the Senior Courts of England and Wales

THOUGHT LEADERSHIP *POWERED BY HUB*

- March 2026, February and March 2026 Accolades
- 16 February 2026, Employment Rights Act 2025–Timeline for Changes
- 2026, Global Employer Guide
- September 2025, Scanning the Horizon: A European Employment Legislation Update
- April 2025, DEI in Europe: What Are the Legal Requirements?
- December 2024, Recruiting in Europe 101
- June 2024, Internal Investigations in Cases of Harassment
- July 2023, International Reductions in Force: A Case Study
- 7 February 2023, CPRA and Beyond—2023 State Privacy Regulation Insight Series - Part II
- 30 January 2023, PEOs–The European Perspective
- July 2022, The EU Whistleblowing Directive: Time to Prepare
- March 2022, Protecting Your Business: Non-Compete Updates and Retention Practices
- 21 February 2022, Holiday Pay Revisited: Gig Worker Entitled to Holiday Pay for Whole Period of Engagement

- 12 May 2021, Remote Working Abroad – What Employers Need to Know
- 29 January 2021, Four Simple Steps to Prepare for IR35
- 1 June 2020, COVID-19: Return to Work Europe
- March 2020, COVID-19: How is COVID-19 Affecting your European Business?
- 17 October 2019, Key Labour Law Developments in EMEA
- 13 June 2019, Do Employers Now Need to Measure Daily Working Hours of All Workers?
- 31 October 2018, Stopping Traffick: UK's Modern Slavery Act of 2015 - What Now? Are Companies in Compliance?
- 12 October 2018, EU Settlement Scheme
- 3 May 2018, Brexit Q&A Conference Call (10)
- 1 November 2017, Mental Health: The Elephant In The Workplace
- 18 July 2017, Brexit Q&A Conference Call (8)
- 4 April 2017, Brexit Q&A Conference Call (6)
- 20 July 2016, Brexit Q&A Conference Call (2)
- 29 June 2016, UK Employment Law Webinar Series 2016 - June
- 25 May 2016, UK Employment Law Webinar Series 2016 - May
- 27 April 2016, UK Employment Law Webinar Series 2016 - April
- 8 April 2016, "Brexit Bites": Employment Law Implications
- 1 April 2016, "Brexit Bites": Preparing for Brexit: Employee Rights
- 11 March 2016, Employer Liable for Employee Assault on Customer
- 24 February 2016, UK Employment Law Webinar Series 2016 - February
- 27 January 2016, UK Employment Law Webinar Series 2016 - January
- January 2016, Brexit Briefing
- 15 January 2016, Case Alert: Can Employers Monitor Private Messages Sent at Work?
- 23 December 2015, Case Alert: Negative Oral Reference Found to be Discrimination Arising from Disability
- 18 November 2015, EU Employment Webinar Series 2015 - November
- 2 November 2015, Modern Slavery Act: How to Comply with the ‘Corporate Provision'
- 21 October 2015, UK Employment Webinar Series 2015 - October

- 30 September 2015, UK Employment Webinar Series 2015 - September
- 29 September 2015, Modern Slavery Act 2015
- 15 September 2015, Five Things Employers Need to Know About the ECJ's Decision on Working Time
- 4 September 2015, Employee Fairly Dismissed for Facebook Comments Posted Two Years Earlier
- 29 July 2015, Case Alert: No Implied Duty to Disclose Allegations of Misconduct in Absence of Express Contractual Obligation
- 29 July 2015, UK Employment Webinar Series 2015 - July
- 21 July 2015, Case Alert: Ignorance is No Defence for Failure to Collectively Consult
- 1 July 2015, Case Alert: Employee Unfairly Dismissed for Going to Work Smelling of Alcohol
- 15 June 2015, Case Alert: Employee Fairly Dismissed for Contacting the Information Commissioner's Office Against Instructions
- 20 May 2015, UK Employment Webinar Series 2015 - May
- 13 May 2015, Collective Redundancies: ECJ Clarifies Meaning of "Establishment"
- 5 May 2015, Whistleblowing: Meaning of "Public Interest" Test
- 29 April 2014, EU Employment Webinar 2015 - April
- 22 April 2015, Reasonable, Not Perfect, Efforts Required to Avoid Having Constructive Knowledge of an Employee's Disability

OTHER PUBLICATIONS

- "Zika virus: Considerations for UK Employers," *HR Magazine*, 16 March 2016
- "Platforms Like Uber and the Blurred Line Between Independent Contractors and Employees," *Computer Law Review International*, 2015
- Employee Benefits Insurance - Does Coverage Apply to Employees Working Overseas?
- Failure to Pay Bonus to Disabled Employee Was Discrimination
- Overseas Worker Protected by UK Employment Law
- Dismissal for Non-Work Related, Personal Tweets Territorial Jurisdiction and Establishing a Sufficiently Strong Connection with Great Britain

NEWS & EVENTS

- 21 October 2026, AI in Employment: Navigating UK/EU Data Protection Risks

- 12 October 2026, K&L Gates Welcomes London Real Estate Partner
- 29 June 2026, K&L Gates Adds Cross-Border Aviation Finance Partner in London
- 15 June 2026, K&L Gates Welcomes London Data Partner
- 15-16 June 2026, Senior Associate Forum: Europe & Middle East | 2026 Cohort
- 2 February 2026, Nearly 50 K&L Gates Lawyers Recognized on *Thomson Reuters* Stand-out Lawyers List
- 10 September 2025, K&L Gates Enhances Asset Management Practice With London Partner Addition
- 13 May 2025, K&L Gates Strengthens Finance Practice With London Hire
- 12 May 2025 - 14 May 2025, 2025 Mini-MBA: Europe and Middle East
- 6 December 2024, K&L Gates Adds Restructuring and Insolvency Partner in London
- 7 February 2023, CPRA and Beyond — 2023 State Privacy Regulation Insight Series - Part II
- 27 January 2022, K&L Gates Advises Leaders Romans Group CEO and Management Team on Acquisition
- 25 January 2022, K&L Gates Advises Soho Square Capital LLP on Investment and Partnership With Oliver James
- 27 September 2021, K&L Gates Assists Go Instore in Acquisition by Emplifi
- 4 October 2016, K&L Gates Advises LKQ Corporation on Acquisition of Andrew Page Business
- 26 May 2016, K&L Gates, Lawyers Earn Honors in Chambers Global, Regional Guides
- 6 May 2015, K&L Gates, Lawyers Recognized as Leaders in Chambers Global Guides

MEDIA MENTIONS

- 11 September 2026, *Law360* | K&L Gates Seeks London Growth With Faster Lateral Hiring
- 15 June 2026, *International Financial Law Review* | K&L Gates taps Hunton Andrews Kurth partner for London growth

AREAS OF FOCUS

- Labor, Employment, and Workplace Safety
- Contract Workers
- Employment Disputes
- Employment Investigations
- Employment Issues in Business Transactions

- Global Employer Solutions
- Human Resource Advice and Compliance
- Immigration

REPRESENTATIVE EXPERIENCE

- Defending a financial services business against a £4m whistleblowing claim from a former director
- Acting for an international telecoms company in defending proceedings for breach of restrictive covenant
- Acting for an international media, news and TV corporation in defending a £1.3m claim for disability discrimination from a former employee and defending claims for employment status and associated pension benefits from a long serving freelance employee
- Advising on an outsourcing agreement between a FTSE100 insurance company and a provider of facilities management services, including associated redundancy issues
- Acting for a press organisation in defending Employment Tribunal proceedings for unfair dismissal, breach of the Working Time Regulations 1998 and the Part-Time Workers Regulations 2000
- Advising a NYSE-listed global supplier of infrastructure equipment on its data retention policies in 13 countries
- Acting for an international 3D printing business in defending claims brought by a former agency worker for unfair dismissal and equal treatment under the Agency Workers Regulations 2010
- Advising a global online retailer in connection with the TUPE aspects of its outsourcing arrangements
- Advising an international data storage business in connection with the review of standard form contracts of employment in 33 countries
- Conducting an investigation into allegations of bullying and harassment raised by a senior executive of a trade association and presenting findings to the board
- Representing Celanese Acetate Limited in the Employment Appeal Tribunal case of Moran & ors v (1) Ideal Cleaning Services Limited and (2) Celanese Acetate Limited (UKEAT/0274/13/DM) regarding the meaning of the word “temporary” in the Agency Workers Regulations 2010
- Advising on the TUPE aspects of a property and facilities management agreement between an international technology company and an estate management company