



Virgile Puyau

Partner of W&S SELARL

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Virgile is a seasoned labor and employment attorney advising French and international clients on all labor and employment aspects of their strategic projects, be they transactional or litigation matters.

With more than 15 years of experience, Virgile advises corporate clients on all aspects of employment law. His practice covers employee representation and collective bargaining, restructurings and collective redundancy plans, mandatory and non-mandatory profit-sharing plans, as well as executive employment contracts and international mobility matters.

He assists clients involved in reorganizations and M&A transactions, as well as on issues related to staff representatives, the negotiation of collective agreements and company policies.

Virgile is also a seasoned litigator with significant experience defending clients in both individual disputes and complex collective disputes.

Virgile's background in both French and English law firms, combined with notable in-house experience, gives him a strong understanding of clients' needs and the required flexibility to meet the operational needs of companies.

In the last 12 months, Virgile continued to work with his historical clients on their day-to-day employment law matters, whilst creating synergies with other Winston practices by offering his labor and employment expertise.

Key Matters

- Assistance of StickyADS.tv, a French video SSP, in connection with its acquisition by Freewheel, a subsidiary of Comcast, for an amount exceeding US\$100M

Recent Experience

Winston advises Lazeo on its partnership with Blackstone

Recognitions

Virgile is recognized again in 2023 by Décideurs (Leaders League France) in the following areas: Human resources – Social management of M&A and social audits – Collective negotiations and social relations – High-risk litigation and criminal labor law – Restructurings, job protection plans and related litigation – Executive representation.

Activities

He is active in various legal organizations such as [AvoSial](#) and [ANDRH](#). He is also a member of the European Employment Lawyers Association ([EELA](#)).

Starting in September 2023, he has been taking part in a TV program on BFM TV (the most important French news channel) as expert in labor law.

Credentials

EDUCATION

Virgile received a Maîtrise in private law in 2004. He also received a DESS in Labor Law and Human Resources Management in 2005, with top honors, from the University of Paris-Saint Denis, and a DESS in Working Relationships Law and Practice in 2006 from the University of Panthéon-Assas.

ADMISSIONS

- Paris, France

Related Insights & News

Author, 'Le CE laisse la place au CSE', *Le Figaro Entrepreneurs*, September 2018.

Author, 'Traitement social de l'indemnité transactionnelle après un licenciement pour faute grave: la position de la Cour de cassation enfin clarifiée', *Option Droit & Affaires*, May 2018.

RECOGNITIONS

Winston & Strawn Paris Recognized in *The Legal 500 EMEA* 2024

MARCH 27, 2024

RECOGNITIONS

Winston Paris Teams Win Palmarès du Droit 2024 International Law Firm of the Year Award

MARCH 26, 2024

NEWS

Beam Suntory Inc.'s Proposed Sale of Courvoisier

DECEMBER 20, 2023

CLIENT ALERT

May Employers Require COVID Vaccinations? The EEOC Speaks

DECEMBER 18, 2020

CLIENT ALERT

Clarifications about the relative protection of new fathers against dismissal

OCTOBER 29, 2020

CLIENT ALERT

Conditions of payment of a bonus: the employment contract binds the parties

OCTOBER 29, 2020

CLIENT ALERT

Do not forget to organize recap meetings

OCTOBER 29, 2020

CLIENT ALERT

Facebook and the employee's confidentiality obligation

OCTOBER 29, 2020

CLIENT ALERT

Meeting prior to dismissal and videoconference

OCTOBER 29, 2020

CLIENT ALERT

Proof of provision of a copy of the termination by mutual agreement is essential!

OCTOBER 29, 2020

BLOG

JULY 17, 2020

BLOG

COVID-19: What Companies Need to Know About Teleworking and Cybersecurity Risks

MAY 20, 2020

Capabilities

Labor & Employment

Automotive & Mobility

Financial Services

Health Care

Energy