Nataline Fleury

Partner

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T: +33 1 56 43 13 00

Paris



Nataline Fleury is a partner in the Paris office of Gibson Dunn and a member of the firm's Labor and Employment Practice Group.

Nataline heads the Labor and Employment practice in Paris, where her work focuses on employment law and social security issues. She also engages in advising and litigation – both individual and collective litigation, including litigation on redundancy plans in front of the administrative courts. Nataline provides French and international clients with employment law advice related to corporate reorganizations and downsizing, mergers and acquisitions, and relationships with unions and employee representatives in both domestic and European contexts. Her work encompasses a broad range of issues, including but not limited to, the implementation of workforce reduction plans, employment audits, employment contracts, executive earnings programs, transactional agreements, and dealing with employee representatives, in particular for the implementation of collective agreements, codes of compliance, and data protection policies.

Nataline's recent experience includes employment law advice in relation to complex high-profile restructuring matters in the French market, when she represented La Halle, Conforama, Sagal, Lapeyre, Vivarte, and Camaïeu, as well as the employment aspects of PepsiCo's sale of Tropicana, Naked, and other juice brands, which included transfer of employees, negotiation with labor administration, and consultation with the work council regarding transfer of employee representatives.

The Legal 500 EMEA has distinguished Nataline as a Leading Partner in its Employment category. A recent client noted that "Nataline Fleury is first class. She is commercial, proactive and very supportive…She shows strong technical knowledge, great negotiating skills, and tenacity."

Best Lawyers in France consistently recommends her for Labor and Employment Law. *Le Magazine des Affaires* ranks her Tier 1 for redundancy plans and collective litigation, while *Option Droit & Affaires* also recommends her labor practice in its Restructuring ranking.

Before joining Gibson Dunn in 2019, Nataline practiced with a leading British law firm from 2008 to 2019, most recently as head of the Paris employment practice.

Admitted to the Paris bar in 2000, Nataline earned a Diplôme d'études supérieures spécialisées (DESS) in International Litigation and Arbitration with honors from University Paris V René Descartes in 1997. She is a member of the AvoSial association, as well as a member of the jury in the University Paris V's Eloquence Contest, and regularly takes part in the Paris Bar's Employment Commission.

She speaks French and English fluently.

Select Labor Law Experience:

Capabilities

Labor and Employment

Business Restructuring and Reorganization

Executive Compensation and Employee Benefits

Litigation

Mergers and Acquisitions

Credentials

Education

Université Paris V René Descartes - 1997
DESS

Université Paris V René Descartes - 1996
Maîtrise in Business law

Université Paris V René Descartes - 1994
DEUG

Admissions

France - Avocat au Barreau de Paris

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GIBSON DUNN

- Advised Tikehau Ace Capital, a private equity firm specializing in the industrial and technology sectors, and Bpifrance, in connection with the labor law audit realized in the context of the acquisition of Crouzet, a specialized manufacturer of mechatronic components for demanding markets such as Aerospace and Defense, Automotive, Industrial, Medical, Railway and Energy from LBO France, along with Bpifrance and Société Générale Capital Partenaires.
- Advised NetApp, a U.S. listed global leader in data management services, in connection with the employment aspects of its acquisition of Data Mechanics Inc., and indirectly its French subsidiary Data Mechanics SAS.
- Advised Vivarte, a French leading retailer of fashion, shoe and leather goods, in connection with the labor aspects of multiple operations, including the sale of the Défimode, Kookaï, André, Naf Naf, Besson Chaussures, Chevignon, San Marina, CosmoParis, Minelli and Caroll brands.
- Advised Schindler, an elevator group, in connection with the labor aspects of the acquisition of 100% of the share capital and voting rights of Cepa Ascenseurs and Cepa Automatismes.
- Advised Meridian Adhesives, a portfolio company of Arsenal Capital Partners, in connection with the employment aspects concerning the acquisition of GENTEC and FT Polymer, two European-based adhesive suppliers.
- Advised RedBird Capital Partners in connection with the employment aspects relating to its acquisition of a majority stake in the Toulouse Football Club, located in the city of Toulouse, France.
- Advised Platinum Equity on the employment aspects concerning its acquisition of Solenis, a leading global producer of specialty chemicals focused on delivering sustainable solutions for water-intensive industries, including the pulp, packaging paper and board, tissue and towel, oil and gas, petroleum refining, chemical processing, mining, biorefining, power and municipal markets, from BASF SE and private equity investor Clayton, Dubilier & Rice.
- Advised PepsiCo on the employment aspects of its sale of Tropicana, Naked and other juice brands to French private equity firm PAI Partners, for approximately $3.3 billion, and the related reorganization of its workforce induced in France with this transaction.

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