

Counsel, London

Labor and Employment Law



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Education

Legal Practice Course, BPP University, 2014 (with Distinction)

G.D.L., BPP Law School, 2013 (with Distinction)

M.A., University of Cambridge, 2012

B.A., University of Cambridge, 2012

Bar Admissions

England & Wales

Damian Babic advises employers on a full range of employment issues, including employee reorganisations, redundancies and restructurings, the employment aspects of high-value and complex corporate transactions, employment claims and disputes, and advice to human resources and business leaders on day-to-day employment issues. In recognition of his work, Mr. Babic has been repeatedly selected for inclusion in *Chambers Global* and *Chambers UK*.

He has extensive experience in:

- addressing the employment issues arising in the context of the acquisition or disposal of a business, including on the application of the Transfer of Undertakings (Protection of Employment) Regulations, known as TUPE
- advising employers on restructuring and reorganising their workforce
- employment advice related to cross-border transactions and coordination of international advisers
- advising on and negotiating senior executives' service agreements
- managing executive dismissals, including the negotiation of settlement terms
- defending complex and high-value employment-related claims
- advising employers on pay equity and equal pay reviews
- advising on data protection issues in relation to U.K.-based employees
- training clients on employment issues, such as discipline and grievances, equality, and workplace harassment and bullying

Recent matters include:

- EG Group on its (i) \$2.8 billion sale of the majority of its Ireland and U.K. businesses to ASDA Group Limited and (ii) sale of its U.K. KFC business
- Royal & Sun Alliance on (i) the disposal of its personal lines business to Admiral and (ii) its acquisition of the commercial lines business of Direct Line Group
- International Paper Company on its \$9.9 billion competitive takeover of DS Smith Plc
- advising Zuber and Mohsin Issa and private equity firm TDR Capital on the employment aspects on their £6.8 billion acquisition of a majority stake in Asda from Walmart
- coordinating employment due diligence, consultation and treatment of benefits, ensuring the smooth transition of employees on numerous cross-border acquisitions for clients
- providing employment support on various transactions and advice on employment matters and related issues (including executive retention and restriction) for private equity houses and their portfolio companies, including Hg, Silver Lake Partners, Castik Capital and Montagu
- advising a U.K. retailer on the furlough of its workforce as a result of the COVID-19 pandemic, as well as associated redundancies and employee consultation
- advising Coty on the divestiture of its Professional Beauty business to KKR, including coordination of employment consultation and transfer advice across 30-plus jurisdictions
- advising on the defence of a renowned and high-profile sexual harassment claim

Mr. Babic joined Skadden in 2016 after having previously trained at another London law firm.