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Education

Certificate in Employment Law, 2000

Law Degree, Université Paris X —
Nanterre, 1988

Bar Admissions

Paris

Languages

French
English

Stéphanie Stein, a qualified attorney since 1988, joined Skadden's Paris office in September 2011 and founded the office's labor and employment law practice after having spent 10 years as a partner with a leading international law firm, where she in particular acted as Skadden's correspondent for employment law matters.

Ms. Stein favors a pragmatic approach to her practice, which takes into account companies' financial objectives and constraints as well as the labor relations climate in the workplace. She seeks practical solutions tailored to meet the needs of her clients within a very intricate and changing legal environment.

Ms. Stein represents a large number of international and French businesses in dealing with situations inherent to their growth and development (cross-border mergers and acquisitions and transfer of headquarters, setting of Societas Europaea and European works councils, restructuring, outsourcing, plant closure, voluntary departure plans, changes in the working time organization, negotiation of collective agreements, transfer of employees) in the context of complex employer-employee relationships or in relation to sensitive litigation cases.

Ms. Stein has published a number of books and articles, spoken at conferences and trainings, and assisted clients on questions as varied as France's 35-hour workweek, equal pay, President Emmanuel Macron's reform, unions' and employees' representatives structures and rights, challenges to executives' working time arrangements, works council consultation, as well as management of works council's expert and employment agreements.

Ms. Stein has advised multiple clients, including Nokia, DuPont, Meetic, Parrot, French theatre company la Comédie-Française, Netjets, Imerys, Constellium, Molex and Scor on various aspects of labor and employment law.

A former vice chairman of AVOSIAL — the only syndicate in France grouping approximately 400 corporate employment lawyers — Ms. Stein also was a co-founder in 2011 of the "Femmes AAA+" association, which promotes the role of female attorneys on boards of directors.

Ms. Stein is a board member of the Alliance of Lawyers for Human Rights (Alliance des Avocats pour les Droits de l'Homme). The Alliance is a unique platform within the Paris bar, putting nonprofit organizations in contact with lawyers willing to provide volunteering work, in which she plays an active role, developing the *pro bono* activity in Skadden's Paris office with various French and multinational NGOs.

Ms. Stein is recommended as a leading individual by *Chambers Europe* and *The Legal 500*, in which her clients praise her "absolutely remarkable advice," her "perfect understanding of employment law" and her capacity "to develop high-quality relationships with clients." Additionally, *Who's Who Legal France* has recognized her as an "excellent problem-solver" who is "accessible and easy to work with."