

Representative Legal Matters

Julia M. Wilson

Data Protection and compliance

- Supporting a leading financial services institution, a luxury brand retailer, and a global defence company with their GDPR readiness programmes, from inception and design of the programmes to the audit of current practices and implementation of change required for GDPR readiness.
- Advising a multinational bank on its response to an individual's complaint about the handling of their personal data. Also drafting the response and follow up with the Information Commissioner's Office.
- Leading a project advising a multinational electronics company on the implementation of a Workday HR Database for over 230,000 employees worldwide. Includes coordinating advice on implementation steps required for compliance in key European jurisdictions.
- Advising a multinational chemical company on the development of a data protection compliance framework, including drafting documentation and advising on implementation, working with colleagues in France and Germany.

High-value employment claims

- Representing a leading multinational bank in defence and settlement of an age discrimination, equal pay, whistleblowing and unfair dismissal claim from an employee who was claiming compensation of GBP 5 million.
- Representing a leading multinational bank in defence and settlement of a sex discrimination, equal pay, whistleblowing and unfair dismissal claim in which the employee was claiming compensation of GBP 20 million.

Global projects

- Working with senior legal counsel, HR and ER of a multinational consultancy firm to develop and implement new global Workplace Conduct policies to apply to its more than 370,000 employees.
- Leading two global projects for a marine classification body related to contract review and working time advice, working with local counsel in more than 30 jurisdictions.

Transactions

- Advising a multinational networks solutions firm on the multi jurisdictional HR terms of the sale of one of its businesses. Includes transfer and termination of staff, and negotiating and re-drafting several versions of the terms to reflect a significantly changing deal structure.
- Advising a food manufacturer on outsourcing/offshoring certain administrative and support functions. Includes advice on individual and collective employee consultation, addressing related grievances and coordinating advice in other European countries.

Day to day general counsel advice

- Advising clients on their gender pay gap reporting obligations, including the more challenging issues around contract staff, overseas employees, and unusual allowances and payment types.
- Advising on and negotiating the settlement of the termination of the CEO of a life sciences business, and advising on responding to a significant breach of confidentiality arising during the termination period.
- Advising on the implementation of a multinational engineering organisation's first multiple collective dismissals across several locations in England and Scotland, including all aspects of the election of, and consultation with employee representatives.
- Creating and advising on the implementation of a multinational consultancy firm's Shared Parental Leave Policy. Involves significant changes to other family-friendly leave policies affecting around 10,000 UK employees.