

## Philippe NEY

Partner



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Philippe NEY is a Partner in the Employment and Social department. Prior to joining the firm in 2010, he worked at a magic circle firm in Luxembourg for 4 years.

He advises on all aspects of employment law including litigation, negotiation of social plans and collective bargaining agreements, issues with staff delegation, immigration, and labour law questions in relation with restructurings. He also advises clients on data protection matters (compliance, assistance with CNPD audits, management of data breaches and third party access requests etc.).

In addition to his legal practice, Philippe is a lecturer in employment law at the House of Training and is a regular speaker at seminars and training sessions (both public and in-house).

## EXPERTISE

**DATA PROTECTION & PRIVACY**

**EMPLOYMENT & SOCIAL**

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### EDUCATION :

L.L.M. (International Law), University of Glasgow, 2006

Master's degree in Business Law, University of Strasbourg, 2005

### LANGUAGES :

English, French, German, Luxembourgish

### MEMBERSHIPS :

Luxembourg Bar, admitted in 2007

Employment Law Specialists Association (E.L.S.A.), Luxembourg

*Union Internationale des avocats* (UIA), member of the Labour Law Commission

### RECOGNITIONS :

Legal500 EMEA, 2024 - Recommended lawyer, Employment

Legal500 EMEA, 2024 - EMEA Top Tier Firm 1, Employment

Legal500 EMEA 2025 - EMEA Top Tier Firm 1, Employment

Chambers Europe 2025 - Top ranked band 1, Employment

## **PUBLICATIONS :**

Mandatory implementation of the right to disconnect as of 1 July 2026!

Sunday work and opening hours in retail and craft sectors

Important changes concerning employment contracts and the employment relationship

Flexible admission requirements and easier mobility for highly qualified workers

Publication of the date for staff delegation elections!

New mandatory procedures to be implemented since 2023

Wage indexation on 1 September 2023: new amounts

New provisions on the recruitment of third-country nationals and wage indexation as of 1 September 2023

Work-life balance: new extraordinary leave and flexible working arrangements

Introduction of the right to be disconnected in the Labour Code

New whistleblower regulation!

Introduction of moral harassment in the Labour Code

3.2% increase in the social minimum wage

Telework of cross-border workers: extension of the transitional period for social security until 30 June 2023

The Luxembourg Parliament has recently adopted a new law creating a procedure for administrative dissolution without liquidation of companies (the "Administrative Dissolution").

Luxembourg employers - French cross-border workers: less tax constraints in the future?

Tripartite agreement of 28 September 2022

Switch to optional "3G" scheme in the workplace

Telework of cross-border workers: confirmation of the establishment of a transitional period for social security

Telework: overview

End of the "3G" scheme at the workplace

Telework of French cross-border workers: extension of tax agreement

Telework of Belgian cross-border workers: extension of tax agreement

Telework of German cross-border workers: extension of tax agreement

Telework of French cross-border workers: extension of social security agreement

Revaluation of the minimum social wage and adaptation of the thresholds and ceilings provided for by the law

Adapting wages, salaries and pensions (+2.5%) on 1st October 2021

Bill on the right to disconnect for employees

Extension of family leave until 18 October 2021 inclusive

Telework of Belgian cross-border workers: extension of tax agreement

Telework of German cross-border workers: extension of tax agreement

Belgian cross-border workers and taxation: increase of the tolerance threshold from 24 to 34 days

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## **EVENTS**

Workshop series\_Rights and Obligations of the Staff Delegation

