

KLEYR GRASSO

Independent law firm

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

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 :

Wage indexation on 1 June 2026: new amounts and thresholds
Employment retention plan and measures to promote employment: two new laws published in the Mémorial
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

EVENTS

Workshop series_Rights and Obligations of the Staff Delegation

