American Bar Association Section of Labor & Employment Law
International Labor Law Committee
Midyear Meeting
Hôtel Lutetia
Paris, France
May 15-20, 2005

PROGRAM AGENDA

**Sunday, May 15**
Salon Président

7:00 – 9:00 pm  Welcome Reception at Hôtel Lutetia

**Monday, May 16**
Salon Pompéien

8:00 – 9:00 am  Registration

9:00 – 9:15 am  Introduction and Greetings by Co-Chairs

9:15 – 9:45 am  Alejandro D. Wolff, Chargé d’Affaires and Deputy Chief of Mission, U.S. Embassy, Paris*

9:45 – 10:00 am  Monsieur le Bâtonnier Jean-Marie Burguburu, President, Le Barreau de Paris (Paris Bar)

10:00 – 10:30 am  The European Constitution and the French Referendum

    Pierre Moscovici, French Member of E.U. Parliament

10:30 – 10:45 am  Coffee Break (Ovale)

10:45 – 11:00 am  Madame le Bâtonnier Dominique de La Garanderie, Past President, Le Barreau de Paris (Paris Bar)

11:00 – 11:30 am  European Union Social Dialogue: Practical Application to Difficult Issues

    Stefan Clauwaert, Senior Research Officer, European Trade Union Confederation, Brussels, Belgium

11:30 – 12:00 pm  Fundamental Rights in the Field of Employment Relations

    Professor Christophe Vigneau, Sorbonne, Paris

*Former U.S. Ambassador Howard H. Leach, who had accepted the Committee’s invitation to speak, left office on April 14, 2005. Mr. Wolff, the Embassy’s highest ranking official, has graciously agreed to substitute.

12:30 – 5:00 pm  City Tour and Brasserie Lunch (optional ticketed event)

8:00 – 11:00 pm  Dinner at Eiffel Tower (optional ticketed event)
Tuesday, May 17
Salon Pompéien

9:00 – 9:45 am  Termination of Employment Contracts in France

**Union/Employee Perspective:**
Jean Louis Brochen, Roubaiz – Lille Bar

**Employer Perspective:**
Patrick Thiébart, Franklin law firm, Paris
Anne-Marie Dupuy, Dupuy, Duval et Associés, Paris

9:45 – 10:30 am  Employment Discrimination Issues and Developments

**Union Perspective:**
Juliette Goldmann, Marseille

**Employer Perspective:**
Ming Henderson-Vu Thi, Kramer Levin Naftalis & Frankel LLP, Paris
Claire Tournieux, Flichy & Associés, Paris

10:30 – 10:45 am  Coffee Break (Ovale)

10:45 – 11:30 am  Codes of Ethics

**Union/Employee Perspective:**
Tamar Katz, Florence Lyon-Caen Avocats, Paris

**Employer Perspective:**
François Vergne, Morgan, Lewis & Bockius, LLP, Paris
Thierry Gillot, Dubarry Le Douarin Veil, Paris

11:30 – 12:00 pm  Application of National Labor Law in International Organizations

Chris de Cooker, European Space Agency, Paris

12:00 – 12:30 pm  Global Framework Agreements:
Practical Implications for Present and Future

Christy Hoffman, Service Employees International Union, European Representative, Geneva, Switzerland

6:30 – 8:00 pm  Cocktail Reception at the Paris Bar
La Maison du Barreau de Paris, Salons de Harley
11 Place Dauphine

Sponsored by:
Dubarry Le Douarin Veil
Franklin law firm
Kramer Levin Naftalis & Frankel LLP
Wednesday, May 18
Salon Pompéien

9:00 – 9:30 am  Freedom of Services and Posting of Workers within the European Economic Area – The Bolkestein Initiative

Professor Roger Blanpain, University of Leuven Law School, Leuven, Belgium

9:30 – 10:30 am  General Overview of Outsourcing/Relocation Issues in the E.U.

Roland Schneider, Senior Policy Advisor, Trade Union Advisory Committee to OECD (“TUAC”), Paris
Nicole Primmer, Senior Policy Advisor, Business and Industry Advisory Committee to OECD (“BIAC”), Paris

10:30 – 10:45 am  Coffee Break (Ovale)

10:45 – 12:00 pm  Germany Outsourcing/Relocation Panel

Overview:
Professor Hans-Erich Mueller, FHW-Berlin School of Economics

Employer Perspective:
Andrea Engel-Storck, Human Resources Manager, Thyssen Automotive, Bochum, Germany
Judith Pabelick, KAU Law Firm, Munich, Germany

Union Perspective:
Frank Lorenz, Schneider-Schwegeler law firm, Duesseldorf, Germany

Thursday, May 19
Salon Pompéien

9:00 – 10:15 am  France Outsourcing/Relocation Panel

Moderator:
Ming Henderson-Vu Thi, Kramer Levin Naftalis & Frankel LLP, Paris

Employer Perspective:
Patrick Puy, Managing Director, Alvarez & Marsal, restructuring Consultants, Paris
Philippe Després, Gide Loyrette & Nouel, Paris

Union Perspective:
Jean Conan, Union leader, CFE-CGC Coordinator (at TOTAL)

10:15 – 10:45 am  Poland Outsourcing/Relocation Panel

Włodek Rząsa, Human Resources Director—Poland, OI Europe, Jaroslaw, Poland
Aleksandra Minkowicz-Flanek, Salans law firm, Warsaw, Poland
10:45 – 11:00 am  Coffee Break (Ovale)

11:00 – 11:45 am  Spain Outsourcing/Relocation Panel

**Union Perspective:**
Pedro Lorca, Spanish Union leader
Román Gil Alburquerque, attorney, Madrid, Spain

**Employer Perspective:**
Management official [not yet confirmed]
Vicente Calle, Garrigues law firm, Madrid, Spain

11:45 – 12:30 pm  French Labor & Employment Law:
It’s Not as Hostile as It Is Said To Be

Michel Blatman, Judge, Cour de Cassation, Paris
Madame le Bâtonnier Dominique de La Garanderie, Paris
Gilles Bélier, Freshfields Brukhaus Deringer, Paris, member of the official committee to simplify French labor & employment law

2:00 – 3:30 pm  Tour of la Cour de Cassation (French Supreme Court)
Organized by Thierry Gillot, Dubarry Le Douarin Veil

7:00 – 11:00 pm  Reception and Dinner Party at Hotel Lutetia
Ernest Bar – Reception; Salon Borghese – Dinner
Sponsored in part by:
- Ernst & Young Société D’Avocats
- Gide Loyrette & Nouel
- Morgan, Lewis & Bockius LLP

**Friday, May 20**
Salon Pompéien

9:00 – 9:30 am  Corporate Co-Determination in Germany under Threat?

Michael Blank, Labor Director to Board of Mannesmannröehren-Werke GmbH, Mülheim an der Ruhr, Germany

9:30 – 10:30 am  Airline Industry Panel: Issues Presented by the Cross-Border Merger of Air France and KLM

**Union Perspective:**
Teppo Tyrmi, President, European Cockpit Association (and Air France pilot)
Henk de Vries, outgoing President, KLM Pilots Union (VNV) official, The Netherlands

**Employer Perspective:**
Jean François Colin, Executive Vice President of Human Resources, Air France

**Additional Comments on Cross-Border Mergers:**
Gerlind Wisskirchen, CMS Hasche Sigle, Cologne, Germany
10:30 – 10:45 am  Coffee Break (Ovale)

10:45 – 11:15 am  Philippe de Buck, Secretary-General, UNICE (European Employers’ Association), Brussels, Belgium

11:15 – 12:15 pm  Data Privacy Issues Panel

Moderator:
Roselyn Sands, Ernst & Young Société d'Avocats, Paris

Speakers:
Laurent Lim, Commission National de L’Informatique et Des Liberties (CNIL)
Andrea L. Zwack, Heenan Blaikie LLP, Vancouver, Canada

12:15 – 12:45 pm  Committee Business Meeting

to include reports by:

Tim Darby, BNA Books, Washington, D.C.
Paul Callaghan, Taylor Wessing, London, England