



Pimvimol (June) Vipamaneerut

Partner

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Office: Bangkok, Thailand

Practices: Employment, Transportation and Logistics, Family Law and Private Clients, Insurance

BIOGRAPHY

Pimvimol (June) Vipamaneerut leads teams handling noncontentious employment and transportation and logistics matters within Tilleke & Gibbins' commercial group. Her major areas of practice include employment law, transportation law, and insurance regulation. She represents several major multinational clients ranging from shipping companies, insurance companies, automobile manufacturers, telecommunications companies, electronics manufacturers, petroleum companies, pharmaceutical companies, and a variety of international airlines.

June advises clients on various aspects of labor and employment laws, with a focus on labor protection, employment agreements, labor unions, transfers of employment, due diligence in mergers and acquisitions, work rules and regulations, social security, and workmen's compensation.

June is involved in all legal aspects of transportation and insurance. Her work includes advising clients with respect to maritime disputes, carriage of goods by sea, charterparty, cargo recovery, arrest, and release of ships. She also advises on ship financing, sale and purchase of ships, ship registration, and ship mortgage. She is a legal correspondent for many P&I clubs. Many clients rely on June for advice on a full range of marine insurance and general insurance matters. June and her team of attorneys provide pragmatic, detail-oriented, and focused, advice.

For several years, June has been involved in drafting and revising numerous publications on Thai labor and employment law, including those for the World Bank, Lex Mundi, Multilaw, the American Bar Association, and the Centre for International Legal Studies, as well as business-focused articles that have run in such publications as *Director Magazine* and the *Bangkok Post*. She also writes legal content for Oxford Business Group and Oxford University Press publications.

A leader in business and law, June is a frequent contributor to various seminars and committees, including those organized by the United Nations, the World Bank, the Joint Foreign Chambers of Commerce in Thailand, the Franco-Thai Chamber of Commerce, the Korean Trade-Investment Promotion Agency, the Danish-Thai Chamber of Commerce, and the Bangkok Shipowners and Agents Association. She is very active in the Inter-Pacific Bar Association, and is a past Vice-Chair and Membership Committee Chair.

EXPERIENCE

- Developed a restructuring strategy to effect proportionate employee terminations at the intermediate management level for a multinational financial services company. The restructuring would also give greater responsibility to senior managers. This created the dual objectives of (1) negotiating fair severance packages for intermediate-level management personnel in the face of strict labor laws and (2) imposing greater work requirements on senior-level managers without incurring claims of effective termination. We were successful in implementing the changes without any employee objection, and today our client's employee culture is much improved.
- Assisted a client in its global restructuring, which required a reduction in the headcount of its Thai operations. The client sought our expertise in reducing the number of employees, while avoiding the potential for litigation relating to unfair termination. We crafted a multi-tiered solution involving voluntary resignation packages that employees would happily accept. As part of this solution, we advised the client on strategies for communicating with its employees regarding the restructuring. Ultimately, the client met its goal in headcount reduction and continues to operate in Thailand.
- Represented a multinational supplier and services provider to the petroleum industry in the establishment of their Thailand operations. Our client's goal was to take a regionally flexible approach that would ensure continued growth of the business in the region. We worked closely with our client to develop a strategy allowing for the minimization of tax exposure for the company, while ensuring compliance with applicable employment laws.
- Assisted a well-known provider of tools and hardware in resolving executive employment issues. This situation was very sensitive, but we managed to provide for an amicable departure without litigation.
- Advised a global telecommunications company on various labor and employment matters. Among them, we helped this client to rationalize a broad range of global employment policies. In addition, we consulted on the many issues inherent to

multi-jurisdictional expatriate employment matters.

- Acted on behalf of a global supplier of high-pressure cylinders in the establishment of company operations in Thailand. Ramping up to establish a factory in Thailand, the company wished to engage a highly-qualified engineer to handle various tasks related to initial operations and establishing the factory. We developed a strategy to provide for a strong employment relationship, while providing for the flexibility and accountability necessary for the future.

EDUCATION

LLM, University of Southampton

LLB, Chulalongkorn University

LANGUAGES

Thai, English