

Tommaso Li Bassi

PARTNER

E-MAIL	tlibassi@legance.it
TELEPHONE	+39 02 89 63 071
LANGUAGES	Italian, English
OFFICE	Milan, Italy
WEBSITE	legance.com

○ Employment and Industrial Relations

Tommaso Li Bassi is a partner of Legance and a barrister of the Italian Supreme Court. He regularly advises major Italian and foreign companies on all labour law and social security matters. He has gained outstanding experience in managing executive relationships, including dismissal for organisational or disciplinary reasons, executive compensation regarding listed companies and companies operating in the regulated markets, corporate governance, reorganisation and restructuring processes, outsourcing processes, collective transfers, and collective agreements. He regularly represents clients before Labour Courts, the Court of Appeal, and the Italian Supreme Court in proceedings regarding individual and collective dismissals, anti-union conduct, and trade union law in general, changes of the working conditions (e.g. demotion, transfer, change of working hours, partial and temporary unfitness, etc.), non-compete agreements, and director and consulting agreements.

Tommaso is mentioned by Chambers and Partners as follows*: "Tommaso Li Bassi is sharp and pragmatic. He combines legal precision with business sense", His advice is consistently actionable, timely and commercially sound. He has a high reputation", "Tommaso is technically good" (2026).*

The Legal 500 mentions Tommaso in the Employment section as follows: "*Tommaso Li Bassi is able to identify solid solutions for critical situations*" (2022), "*Tommaso Li Bassi shows absolute involvement in the cases brought to him and works closely with clients until he becomes an integral part of their teams*", "*Tommaso Li Bassi is an excellent person with unique human and professional qualities*" (2021).

Some of the most significant experiences include:

- Advising a leading steel company operating in the production and processing of steel: ultimately, his advice regarded the activities and operations connected with the sale of business complexes to a new investor as part of a procedure managed by the Ministry of Economic Development, and the legal assistance and representation in several proceedings of objection to the statement of affairs (so-called *opposizione allo stato passivo*) initiated by the employees;

- Providing ongoing assistance to Italy's leading group in the sector of the provision of postal, logistic, saving, payment, and insurance services, both in relation to contentious matters and as part of consulting services;
- Advising a listed company which is a key player, both at a national and an international level, in the engineering, building, technological and energy sectors, in the redefinition of its corporate governance and in the drafting of non-compete agreements regarding its top management;
- Providing assistance to an important public financial institution in the termination of a number of executive relationships of a subsidiary, both during the disciplinary procedures and in the subsequent proceedings initiated by the executives (*dirigenti*);
- Assisting important listed companies and financial institutions in the definition of incentive schemes, compensation agreements, remuneration, stock option, phantom stock, and co-investment plans regarding their management;
- Providing ongoing advice to a major Italian group operating in the mechanical and mechatronics industry, with over 3,000 employees in Italy and abroad, in relation to all labour law, trade union law, and corporate governance matters, including in favour of its Italian and foreign subsidiaries;
- Assisting leaders operating in the management consulting and brokerage service sectors, with over 500 employees in Italy, in relation to all the matters related to the employment relationships, privacy, and corporate governance;
- Providing ongoing assistance to a leader in the pharmaceutical field on different matters related to the employment relationships, including restructuring, collective dismissals, transfer of business, and shock absorbers;
- Assisting the Italian branch of a leading privately-owned food multinational operating in the chocolate, pet food, food and beverage sectors. In addition to the typical matters related to employment and union relationships, the assistance also involved the coordination of all the legal services that Legance provided to the Company; and
- Assisting an important real estate operator in numerous proceedings initiated by circa 550 employees within the context of disputes connected with certain employment plans contemplated by programme agreements for the reindustrialisation of an important area near Milan, Italy.

Professional Experience

PARTNER | FROM 2007
Legance – Avvocati Associati, Milan, Italy
PARTNER | 2007
Gianni, Origoni, Grippo & Partners, Milan, Italy
ASSOCIATE | 1997 – 2006
Gianni, Origoni, Grippo & Partners, Milan, Italy
ASSOCIATE | 1996 – 1997
Studio Legale Alleva, Milan, Italy

Education

2003
Academy of American and International Law, International and Comparative Law Centre of the Southwestern Legal Foundation, Dallas, Texas, U.S.A.
1999
Admitted to the Bar. Member of the Monza Bar, Italy

1995
Law Degree, *maxima cum laude*, Università degli Studi di Milano, Milan, Italy