



**MORE THAN 50 YEARS PROVIDING SERVICES TO OUR
CLIENTS**



Labor Law Department

Since its incorporation in 1990, the Labor Law Department has been dedicated to the practice of the profession in all areas of the social order, offering its clients, both national and international, a wide range of services in all areas of Labor Law and Social Security.

The dynamism required by Labor Law forces us to act with agility and immediacy before the demands of our clients. This is not an obstacle for such professional actions to be carried out with the maximum legal basis and quality, being therefore agility and quality two basic principles in our procedure.

The labor department offers comprehensive advice in labor relations of the Companies, especially outstanding in restructuring solutions or economic crisis (Collective Dismissals-ERE and Temporary Employment Regulation Expedients-ERTE), disciplinary dismissals and sanctions, as well as processes of substantial modification of working conditions, both in its collective and individual version.

Likewise, the Department offers updated solutions to all matters related to ICTs or new information technologies in the work environment, as well as the incipient legislation related to the reconciliation of work and family life.

Finally, this Department offers a wide procedural experience before the Social Courts and other instances of the Social Jurisdiction, assisting in all types of litigation in the social branch of law.



Areas of activity

Top Managers

- We advise Companies and Senior Executives on the drafting and negotiation of Senior Management employment contracts, including all types of clauses related to this Special Employment Regime, and in particular on termination clauses, golden parachute clauses and post-contractual agreements.
- Likewise, we advise on possible contractual novations and changes to the commercial regime of Directors and Administrators, as well as on the different solutions for the termination of the Senior Management contract.
- Finally, our services include legal assistance in litigation arising from senior management contracts, in particular, litigation arising from their termination.



Areas of activity

Labor Contracts

- Identification of the most appropriate contractual modalities for the company's activity, in particular advice on the management and strategy of temporary contracts.
 - Drafting of all types of clauses related to special working conditions, especially confidentiality, non-competition and exclusivity clauses, image and intellectual property rights, etc.
 - Integral advice on "Telecommuting", both in the contractual drafting and in the union negotiation of the necessary Telecommuting Policies.
 - Advice on the "Scholarship Holders" regime.
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Areas of activity

Labor Relations

- Legal advice and accompaniment to the Companies in the field of relations with the legal representation of workers in the Company (Works Committees, Personnel Delegates, Sections and Union Delegates).
- Legal advice on suspensions of employment contracts (voluntary and forced leaves of absence, reductions in working hours due to legal guardianship, vacations, etc.).
- Legal advice in processes of Substantial Modifications of working conditions, both individual and collective.
- Advice and Negotiation of Collective Bargaining Agreements.
- Assistance and defense before Labor Inspections.
- Legal advice in all types of disciplinary proceedings: misdemeanors, sanctions and disciplinary dismissals.



Areas of activity

Equality Plans and Work/Family Conciliation Rights.

- Legal advice on the implementation and negotiation with the legal representation of workers of Equality Plans in the company, as well as policies to avoid harassment and discrimination at work.
- Continuous advice on equality issues; reductions in working hours due to legal guardianship, "à la carte" working hours, and other rights of reconciliation of family and work life.
- Defense and claims in judicial conflicts (collective or individual) in matters of conciliation and equality, as well as possible compensation for moral damages arising from such conflicts.



Areas of activity

Collective Dismissals (ERE) and Temporary Layoffs (ERTE)

- Our experience has led us to manage important and multiple employment regulation proceedings, both for multinational and national companies, and both extinctive (Collective Dismissal-ERE) and temporary (ERTE).
- Our advice includes the integral development of the Employment Regulation Proceedings, starting from the previous advice to the client on the origin of the Proceedings or the possibility of resorting to other labor measures of application, such as the elaboration and processing of the proceedings, including the assistance to the negotiation process, and in its case, the judicial assistance to processes that could be derived from the Proceedings.



Areas of activity

Labor Procedural Law

- Our department offers extensive experience in handling all types of labor litigation, including preliminary conciliation proceedings (SMAC).
- In particular, we offer assistance in litigation arising from dismissal, both disciplinary dismissals and objective dismissals, as well as legal proceedings arising from the application of collective measures (Collective Dismissal, ERTE, Collective Substantial Modifications).
- We also have special experience in proceedings involving the violation and protection of fundamental rights, including those arising from the legislation on reconciliation of work and family life, being this area of special importance in the daily activity of our firm.



Areas of activity

Due Dilligence

- Elaboration of labor Due Diligence, both complete and partial by areas of interest according to the client's needs, with special reference to processes of acquisition or merger of commercial companies.
- Particular analysis of hiring processes and contractual modalities applied in the Company.
- Analysis of remuneration policies and salary conditions of employees.



Areas of activity

ICTs or Information Technologies in the work environment

- Adaptation of contractual clauses and annexes according to the European Data Protection Regulation and the Organic Law.
- Review, adaptation or creation of Company Policies related to new technologies in the workplace:
 - Digital Disconnection Policies.
 - Use and control of IT tools in the workplace.
 - Electronic surveillance of the workplace.
 - Video surveillance.
 - Union use of electronic tools.
 - Work control by Geolocation
 - Workday registers, control by computerized fingerprinting and biometrics.
 - Transfer of image rights for social networks, blogs, newsletters, websites, events and commercial activities.

Areas of activity

Claims and legal defense in the field of accidents at work: Civil and Administrative Liability

- Claim and defense in administrative and judicial proceedings related to "*Surcharges of Benefits for Lack of Safety and Hygiene Measures at Work*".
- Claim and defense in Work Accident Compensations derived from the obligations established by the applicable Collective Bargaining Agreements.
- Claim and defense in civil liability indemnities against the employer and insurer for accidents at work due to lack of safety and hygiene measures at work.



Our consulting concept

The quality of the service and the close collaboration and availability with the client are the relevant criteria in all our actions.

The legal services will be carried out at the request of the entity by the means it deems convenient; e-mail, meeting, telephone, etc., resolving on the same day all those consultations that can be answered verbally, and in a maximum period of 48 hours when the drafting of a written document is required.

For those opinions that, due to their complexity or extension, require a more detailed analysis, forcing the participation of a greater number of members of the team, a deadline will be agreed together with the entity depending on the urgency of each issue, trying at all times to satisfy the client's needs.

In any case, our work philosophy is governed by maintaining at all times a close collaboration and closeness with our clients in the preparation and analysis of the cases entrusted to us.

The permanent updating in legal and jurisprudential issues will be guaranteed through the sending of alerts and articles of special interest through our "Newsletter", which can be accessed through our website, as well as in the "Specialized Seminars" organized by Belzuz Abogados SLP and given by the professionals of the Department throughout the year.



Professional team

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PEDRO GOMEZ RIVERA

Associate and Director of the Labor and Employment Law Department

He has provided numerous solutions to labor crises of our national and international clients; employment regulation files and staff restructuring (Collective Layoffs ERE and ERTE), objective dismissals, processes of collective and individual substantial modifications of working conditions, collective negotiations including signing of Collective Bargaining Agreements, incentive and compensation plans, disciplinary dismissals, displacement of foreign workers, labor audits, contracts and termination of senior management workers.

He has brought to our clients his extensive experience, assisting and defending in court in all types of labor and social security claims.





FRANCISCO RODRIGUEZ BERMEJO

Lawyer of the Labor Law Department

He is specialized in Labor and Social Security Law.

With a great deal of work experience in the Labor Relations Departments of large national and international companies. Assisting clients in all doubts, consultations and procedural actions required, including acting before the Mediation and Conciliation Services, representation before the Social Jurisdiction and assistance to the Labor Inspection.

It also provides experience in collective bargaining processes with the Works Councils and other legal representatives of the workers.





ANA ESCANDELL LUCAS

Lawyer of the Labor Law Department

She develops his main activity in the area of Labor Law, advising multiple national and international companies of different economic sectors.

He currently advises clients in consultations and procedural actions, including assistance before the Conciliation and Mediation Services, and representation before the Social Jurisdiction.

He also provides assistance in collective bargaining processes with workers' representatives.

