

## Lawyers specialized in Employment Law

We provide guidance on conflicts arisen between the company and its workers. We defend the interests of companies, senior managers and groups of workers, both in individual and collective conflicts.

We have acted both before the labor and the commercial jurisdictions, in work adjustment plans derived from insolvency proceedings.

We are also experienced in occupational accidents and risk prevention, in which insurers play an important role, in claims for mobbing, unfair dismissals, claims of stock options by managers, non-competition clauses of senior management and cases of illegal transfer of workers.

### **LEGAL EXPERIENCE**

More than 78 years of experience giving legal advice and defending companies, individuals, and groups certifies the legal path of Giménez-Salinas Law Firm. An invaluable experience that we apply to all our cases and clients.

### **MULTIDISCIPLINARY**

Throughout our professional experience, we have handled hundreds of conflicts in many different sectors and areas of law. We have a highly qualified and multidisciplinary team of lawyers and attorneys.

### **PERSONALIZED**

One of the characteristics that define us is offering our clients a personalized service, our clients are informed on every stage of their cases and have a direct relationship with the lawyers or attorneys who handle their affairs.

## **AREAS OF ASSESSMENT**

### **RECRUITMENT**

- Assessment in the election of the contract modality and draft of contracts
- Advice in establishing the terms and conditions of an employment contract
- Legal advice of special employment regimes: senior managers, household workers, professional athletes, artists, lawyers working at law firms, among others.

### **RESTRUCTURING AND EMPLOYMENT REGULATION PLANS**

- Assessment in the staff restructure within the framework of insolvency procedures
- Advice in corporate restructuring
- Support in the management of company succession
- Short-Time Work Scheme (ERTES)
- Collective dismissal

### **COLLECTIVE BARGAINING**

- Counseling in collective bargaining negotiations with workers' representatives and employers.
- Assessment of the application and interpretation of collective bargaining agreements

### **INDIVIDUAL FILES**

- Legal advice in order to modify the contractual terms and conditions
- Assessment regarding dismissals and sanctions imposed to the worker
- Assessment in the termination of the employment based on the free will of the worker or the employer
- Legal advice when adopting measures of supervision and control
- Advice in international relocation

### **CLAIMS AND LAWSUITS**

- Counseling in lawsuits within the framework of a dismissal
- Assessment in lawsuits regarding fundamental rights of employees
- Counselling in any lawsuit before the labor courts.

### **LABOR INSPECTIONS**

- Legal advice during a Labor and Social Security Inspection procedure
- Assessment in the adoption of occupational risk prevention and safety at work

### **SOCIAL SECURITY**

- Compliance of Social Security obligations
- Advice on social security benefits: temporary and permanent disability, suspension of the contract due to pregnancy risks and breastfeeding, retirement pension, unemployment benefits, among others

### **DESIGN OF HR POLICIES**

- Design of Incentive and talent retention plans
- Design of equality plans and policies
- Design and assessment in the application of harassment protocols: mobbing and workplace harassment
- Design and communication of protocols regarding the use of computing tools