



One Firm WorldwideSM



MADRID LABOR & EMPLOYMENT PRACTICE

The Madrid Office is part of Jones Day Europe, which includes offices in Brussels, Frankfurt, London, Milan, Moscow, Munich and Paris and offers the services of more than 400 lawyers. Jones Day functions as an integrated organization, allowing the Madrid Labor & Employment team to call on the resources of more than 100 labor-law professionals worldwide for international matters.

- Advising on the various incidents occurring in employer/employee relationships (e.g., disciplinary measures, dismissals, resignations, amicable terminations, and settlement and violation of noncompetition obligations).
- Structuring international employment arrangements (e.g., salary splits, secondments and expatriations) from a labor, social security or tax perspective.

INDIVIDUAL EMPLOYMENT RELATIONSHIPS

- Drafting, reviewing and negotiating employment agreements, executive compensation plans and stock option plans.
- Advising on the modification of employment agreements and all applicable procedures.
- Advising on loans of personnel, secondments and externalizations.

COLLECTIVE EMPLOYMENT RELATIONSHIPS

- Advising on all forms of employee representation and organization, reviewing issues pertaining to employee-representative bodies and advising on union representation and European works councils.
- Assistance with the implementation of consultation obligations with employee representatives.

- Reviewing company collective bargaining and collective benefits agreements (e.g., profit-sharing schemes).
- Negotiating company collective agreements.

TRANSACTIONS

- Performance of due diligence activities.
- Advising on issues identified in the course of due diligence (e.g., golden parachutes, change-of-control guaranties, criminal liability, unusual costs and litigation) and negotiating warranties and representations.
- Advising on the labor-law obligations pertaining to the structuring and implementation of mergers, acquisitions of shares (private or public), transfers of assets, divestitures or other forms of company reorganization.
- Assistance with the procedures for informing and/or consulting with employee representatives.
- Advising in connection with the client's postclosing objectives (e.g., harmonization of benefits, modification of employment agreements and resolution of issues raised by employee rights to the former employer's stock option plans and the implementation of new ones).
- Coordination of multijurisdictional transactions.

WORKFORCE RESTRUCTURING

- Analysis of the contemplated restructuring.
- Drafting of required documentation and assistance in negotiation with employee representatives and implementation of the restructuring (small collective dismissals and safeguarding of the employment plan).

COMPLIANCE

- Day-to-day advice to clients on all aspects of labor law and human-resources matters (e.g., paid vacation, harassment, remuneration, rules applicable to the reduction of working hours and internal regulations).

SOCIAL PROTECTION

- Analysis of and advice on social security programs.
- Advice on labor inspection procedures.

ADDITIONAL INFORMATION

For additional information regarding the Labor & Employment Practice in Madrid, please contact your principal Firm representative or the lawyer listed in this publication. General email messages may be sent using our "Contact Us" form, which can be found at www.jonesday.com.

LAWYER CONTACT

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