



## Miguel Ángel Díaz Gómez

Partner

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### Labor and Employment

Agribusiness and Food

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Miguel Ángel Díaz is a partner in the Labor and Employment Law Department of Garrigues, where he advises clients in the areas of labor relations, human resources, social security, and health and safety in the workplace, and is noted for his technical expertise, strategic vision, swift response, and innovative approach.

He provides strategic advice on labor law matters and human resources to large companies and multinational groups, with international experience in the US. He regularly participates in business restructurings and collective bargaining processes at both industry and company level, and specializes in litigation in the labor jurisdiction, in both collective and individual proceedings. He has been recognized by Best Lawyers since 2020.

### Experience

Miguel Ángel Díaz has been a partner in the Labor and Employment Law Department of Garrigues since 2023, and joined the firm in 2010.

He advises on strategic and highly complex labor law, human resources, social security and occupational risk prevention matters, assisting Spanish and multinational companies in a wide range of sectors: technology, mining, consulting, industrial, third sector, etc.

He seeks to tailor his advice at all times to the objectives and needs of each client, ensuring a direct and personalized service, and is noted for his technical expertise, strategic vision, swift response, and innovative approach.

Over his professional career, he has participated in numerous projects, with broad expertise in the following areas, among others:

- Litigation.
- Collective labor relations: collective bargaining, collective labor agreements, etc.
- Restructurings, collective dismissals and temporary layoffs.

- Labor compliance.
- Corporate policies and Codes of Ethics.
- Equality, diversity and work-life balance.
- Distance working, digital disconnection and new technologies.
- Remuneration and compensation.
- Working time and recording of working hours.
- Union elections.
- Outsourcing and insourcing processes.
- M&A.
- Labor due diligence reviews and audits.
- Labor and social aspects relating to sustainability, corporate social responsibility, and non-financial reporting obligations.
- Senior management.
- Social security and supplementary employee welfare (pension plans and funds and group insurance).
- Expatriate workers.
- International and Community social law.
- Specific training for employees and executives.
- Labor law aspects of data protection, information security and employer control.
- Occupational risk prevention and health and safety in the workplace.

Miguel Ángel is fluent in Spanish and English.

## Academic background

- Degree in Law, Universidad de Sevilla.
- Master's Degree in Legal Counseling for Businesses, Instituto de Estudios Cajasol.
- Executive Master's Degree in Business Law, Centro de Estudios Garrigues in collaboration with Harvard Law School.
- Master of Laws (LL.M.) in International Transactions, Universidad Antonio de Nebrija, Fordham Law School (New York) and Centro de Estudios Garrigues.
- Currently studying on the Senior Management Program (AD-1), Instituto Internacional San Telmo.

## Memberships

Member of the Madrid Bar Association (ICAM).

## Distinctions

## Publications

- “La reforma laboral aumentará el número de representantes de los trabajadores en las empresas” (The labor reform will increase the number of worker representatives at companies). Garrigues Labor and Employment Blog, 2022.
- “Del Jägermeister al despido procedente: conductas polémicas de trabajadores de baja” (From Jägermeister to justified dismissal: controversial conduct by workers on sick leave). Garrigues Labor and Employment Blog, 2021.
- “'Black Friday': ¿puede prohibir la empresa enviar las compras a la oficina?” (Black Friday: Can employers ban workers from having online purchases delivered to the office?). El País, 2019.
- “Difundir fake news sobre la empresa puede costar el despido” (Spreading fake news about employers may lead to dismissal) Garrigues Labor and Employment Blog, 2019.
- “Las redes sociales abren paso al gran hermano en las relaciones laborales” (Social networks bring Big Brother into the world of labor relations). Garrigues Labor and Employment Blog, 2018.
- “La falta de prioridad aplicativa del convenio de centro de trabajo” (The lack of priority in the application of the collective labor agreement of the work center). Garrigues Labor and Employment Blog, 2017.