



## Ricardo Eckardt Haag

Senior associate

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### **Labor and Employment**

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### **Experience**

Ricardo Eckardt is a senior associate of the Labor and Employment practice of Garrigues Chile.

He is an expert in employment, social security and immigration law. He focuses mainly on advising local and multinational clients on the hiring of workers, compensation, benefits, strategic advice on HR aspects, contractual terminations, obtainment of visas and work permits for foreign personnel and labor matters associated with M&A transactions, including mergers and acquisitions at national and international level.

He has extensive experience in collective bargaining processes, dealings with unions and federations, anti-union practices and unfair practices and has actively participated in collective bargaining processes governed by the new labor legislation in force in Chile regarding collective bargaining and labor relations.

His practice also covers the preparation and conduct of labor litigation in relation to breach of fundamental rights, unjustified dismissal, collection of benefits, dismissal disputes involving the dismissal of protected workers, declarations of sole employer (Multi Rut), occupational accidents and occupational disease, anti-union practices and unfair practices, among others.

### **Academic background**

Lawyer. Degree in Legal and Social Sciences, Faculty of Law, Universidad de Los Andes (2013).

Diploma in Employment and Social Security Law, Universidad Católica de Chile (2017).