GARRIGUES



Jaime Flores Pérez-Durías

Partner

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Labor and Employment

Jaime Flores is a partner of the Labor and Employment Law Department of Garrigues and specializes in advising Spanish and foreign companies on labor and social security matters, both on a recurring basis and in relation to specific large-scale projects. He also specializes in labor litigation, handling the case management of all types of lawsuits and claims. He holds a Degree in Law from Universidad Complutense de Madrid, a Master's Degree from Centro de Estudios Garrigues and an Executive Master's Degree from Centro de Estudios Garrigues and Harvard University. He has also completed a secondment at Addleshaw Goddard LLP in London.

Jaime also teaches classes and seminars at Centro de Estudios Garrigues and other institutions, as well as publishing articles in specialist media and carrying out voluntary work.

Experience

Jaime Flores joined Garrigues in 2011 and has more than 12 years' experience in advising on labor and social security matters. He has been a partner of the Labor and Employment Law Department since 2025.

In his professional practice, Jaime provides advice to domestic and international clients on recurring matters as well on highly complex projects, mainly in the following areas:

- Representation, legal assistance and defense of companies and public authorities before courts, tribunals and other mediation and conciliation bodies in all types of matters (individual and collective dismissals, collective disputes, senior management, claims in respect of rights, monetary claims, social security).
- Representation and legal assistance in inspections conducted by the labor and social security inspection authorities and other public agencies.
- Collective bargaining and handling of collective labor agreement procedures, collective layoffs, material modifications to collective working conditions, suspensions of employment contracts and reduced working hours, non-application of working conditions, business succession and subrogation.
- Expert advice on the negotiation and implementation of equality plans, including negotiation of the situation diagnosis, pay audit, etc.

- Ongoing advice on labor law and social security matters: contracts (ordinary, senior management, indefinite-term or temporary); termination of contracts in the various manners provided for in the current legislation (disciplinary grounds, individual and collective objective grounds, due to completion of the agreed term or purpose of the contract, at the worker's request); modifications to working conditions; functional and geographical mobility; retirement in all its forms; compensation policies; post-contractual non-compete clauses/minimum stay clauses.
- Due diligence processes from the standpoint of labor law and social security practice.

Between 2016 and 2017 he completed a secondment at the London offices of Addleshaw Goddard LLP in order to hone his knowledge of international labor law and to be able to better advise foreign clients in Spain.

Jaime is fluent in Spanish and English.

He also routinely volunteers at Fundación Integra, teaching classes and seminars.

Academic background

- Advanced Course in Equal Opportunities: practical application by employers and HR departments. Escuela Virtual de Igualdad. Instituto de las Mujeres. Ministry of Equality. 2021.
- Basic training course for the implementation of equality plans and measures at businesses. Escuela Virtual de Igualdad. Instituto de las Mujeres. Ministry of Equality. 2019.
- Secondment at Addleshaw Goddard LLP. Employment Department (October 2016 - March 2017).
- Executive Master's Degree in Business Law, Centro de Estudios Garrigues and Harvard University (International Legal Practice and the American Legal System) (2011 - 2012).
- Master's Degree in Labor Law Counseling Centro de Estudios Garrigues, Madrid (2010 - 2011). Aranzadi Prize for top student of graduating class.
- Degree in Law, Universidad Complutense de Madrid (2005-2010).

Teaching activity

Teaching on the Master's Degree for Access to the Legal Profession + Labor & Employment Law specialty and on the Executive Master's Degree in Labor Law at Centro de Estudios Garrigues.

Teaching at other institutions, such as Asociación para el Progreso de la Dirección (APD).

Volunteer with Fundación Integra.

Memberships

Member of the Madrid Bar Association.

Distinctions

Aranzadi Prize for Top Student of the 2010-2011 Graduating Class of the Master's Degree in Labor Law Counseling at Centro de Estudios Garrigues.

Publications

He has written various articles published by Garrigues and on the Garrigues Labor and Employment Blog (and published in Lexology):

- "Un plan de igualdad, el mejor regalo para celebrar el Día Internacional de la Mujer" (An Equality Plan, the best gift to celebrate International Women's Day). 03/08/2022. https://bloglaboral.garrigues.com/un-plan-de-igualdad-el-mejor-regalo-para-celebrar-el-dia-internacional-de-la-mujer
- "La empresa deberá asumir los gastos asociados al teletrabaj" (Companies will have to pay the expenses associated with telework). 09/24/2020. https://bloglaboral.garrigues.com/la-empresa-debera-asumir-los-gastos-asociados-al-teletrabajo

"Derecho a la huelga y "esquirolaje tecnológico" (Right to Strike and "Technological Strike-Breaking"). Cinco Días. 05/12/2017. - https://cincodias.elpais.com/cincodias/2017/05/11/legal/1494503084_777052.html

Contributor to specialist publications.