GARRIGUES

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Labor and Employment

Alfonso Elías de Molíns Peña is a senior associate in the labor and employment law practice.

He has a wealth of experience in providing employment and labor law advice to domestic and multinational companies on such matters as employment relationships, agreements and contracts, legal implications of occupational accidents and occupational risk prevention, senior management, social security, and labor law due diligence reviews. He also has broad experience in litigation before the labor, judicial review and criminal courts, as well as extensive prior practice before courts in the civil jurisdiction, both domestic and international, and in administrative proceedings before myriad public agencies, along with conciliation and mediation processes.

Experience

Alfonso Elías de Molíns Peña is a senior associate since 2023, joined the firm in 201 and has been a practising lawyer since 2011.

He has extensive experience in providing labour law advice to national and multinational companies. Among others, on matters such as labour relations, agreements and contracts, legal implications of accidents at work and occupational risk prevention, senior management, social security and labour audits. He also has extensive experience in litigation before the labour, contentious-administrative and criminal jurisdictions, in addition to extensive previous practice before civil courts, both national and international, as well as in administrative proceedings before multiple public bodies, together with conciliation and mediation processes.

Moreover, he advises on a recurring basis on labour issues arising from different types of commercial transactions, collective bargaining, as well as collective dismissal, suspension and reduction of working hours or modification of working conditions.

He participates in the Garrigues Innovation Think Tank.

He is fluent in Spanish and English.

Academic background

- Law Degree, Universidad de Zaragoza.
- Master’s Degree in Legal Practice, Universidad de Zaragoza.
- Postgraduate specialization in the local law of Aragón, Universidad de Zaragoza.
- Master’s Degree in Labor and Social Security Law, Universidad de Valencia.
- U.S. Business Law and Practice, Fordham University School of Law.
- LLM in International Transactions, Centro de Estudios Garrigues and Fordham University School of Law.

Distinctions

- Best Lawyers One to watch 2023.