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Labor and Employment

Sara Luján is a partner in the Labor and Employment Law Department of Garrigues in Barcelona. She specializes in providing strategic advice on labor law, human resources and labor relations matters. She advises on corporate restructuring transactions, outsourcing, mergers and acquisitions and processes for the standardization of working conditions. In the area of collective bargaining, she actively assists and advises on the design and preparation of the negotiation process, on the negotiation process itself, and on the agreement reached and its formalization (collective labor agreements, restructuring processes, collective layoffs, suspension of contracts, material modifications to individual and collective working conditions, equality plans, and more). She advises on labor audits, senior management and executive officers, compensation systems, pay and employee benefits. She assists in court and judicial review proceedings of a labor and social security nature, handling the preparation of the case and acting as legal counsel.

Experience

Sara Luján is a partner in the Labor and Employment, Social Security and Labor Litigation practice.

She has extensive experience in handling queries, employment contracts, labor audits, preparing and attending trials, appearing before the labor and social security inspection authorities, business restructuring processes and structural modifications, modifications to working conditions, social security processes, etc.

Following a stint at Baker&McKenzie (2008-2014), she joined Garrigues in May 2014.

Academic background

- Law Degree, Universidad Pompeu Fabra, Barcelona (2008). Major in Labor and Social Security Law.
- Master's Degree in Labor and Social Security Law, IDEC Universidad Pompeu Fabra de Barcelona (2009-2011).

Teaching activity

- Associate lecturer in labor law at Universitat Oberta de Catalunya (UOC).
- Lecturer on the Master's Degree in Labor Law Counseling at Centro de Estudios Financieros (CEF).
- Lecturer on the Master's Degree for Access to the Legal Profession (CEF).
- Advanced courses in Labor Law Counseling (CEF).
- Associate lecturer at Universitat Pompeu i Fabra de Barcelona (UPF). Law and Labor Relations Degree.

Memberships

- Barcelona Bar Association (2009).
- AEDIPE (February 2014).
- ESADE Labor Relations Forum (May 2014).

Publications

- Seminar on directors' liability from a labor law standpoint (July 2009).
- Seminar on wage flexibility and working time (October 2009).
- Article on post-contractual non-compete clauses, in European Legal Development, Winter Edition 2009, Baker & McKenzie.
- Seminar on liability in outsourcing arrangements (March 2010).
- Seminar on electoral procedure (April 2010).
- Article on illegal strikes (April 2010) for the Europe Practice Group, Baker & McKenzie.
- Seminar: "Compliance, deber de vigilancia del empresario en el ámbito laboral" (Compliance, the Employer's Duty of Care in the Labor Law Sphere). (May 2010).
- Article on the reform of the Criminal Code from a labor law standpoint. La Vanguardia (August 2010).
- Taught course on comparative labor union law in Vancouver (Canada - August 2010 and November 2010) for the International Air Transport Association (IATA).
- Articles on labor law cases in Observatorio de RRHH (March 2011 and March 2012).
- Taught course on comparative labor union law in Montreal (Canada - September 2011) for the International Air Transport Association (IATA).
- Presentation on labor law aspects in transfers of businesses (March 2012).
- Secondment at Baker & McKenzie's London office (March-July 2012).
- Article on labor law issues in social media for Global Employer, Baker & McKenzie (July 2012).
- Contribution to the seminar organized by the British Spanish Lawyers Association (BSLA) on labor law reform in Spain and the United Kingdom. Alicante Bar Association (September 2012).
- Quarterly contribution to Europe and Middle East (EMEA) Quarterly Update on labor law developments, Baker & McKenzie (October 2012 - present).
- Coauthor of "Manual del Personal de Alta Dirección" (The Senior Management Personnel Handbook). Aranzadi (December 2012).

- Presentation on labor law issues in structural modifications (March 2013).
- Presentation at Baker & McKenzie's Morning Sessions on the latest reforms in the area of retirement (May 2013).
- Taught seminar at Ibermutuamur on the latest reforms in the area of retirement (July 2013).
- Taught seminar at FEDEQUIM on the latest reforms in the area of retirement (November 2013).
- Article on collective layoff procedures and single integrated enterprises in Observatorio de RRHH (January 2014).
- Article on collective layoff procedures and single integrated enterprises for publication in EMEA Legal Insights Bulletin (February 2014).
- Speaker at the conference held at ESADE on employer liability and road safety (February 2014).
- Publication of articles on current labor law issues in Apuntes y Consejos Laborales (July 2014 – present).