



## Juan Francisco Argente Martín

Counsel

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**Labor and Employment**  
**Restructuring and Insolvency**  
Sports

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Juan Francisco Argente is Counsel in the practice areas of Labor and Employment Law, Restructuring and Insolvency, and Sports & Entertainment, taking part in business restructuring processes, in terms of adopting internal and external flexibility measures, as well as in mergers and acquisitions processes. He develops his work not only in advisory matters, but also in procedural practice before the social and contentious-administrative jurisdiction. For this purpose, the advisory tasks cover contractual issues, including not only ordinary labor relationships, but also Senior Management, and even in matters of labor sports law, and Social Security. He has participated as teacher in the Advanced Course in Business Law at the Centro de Estudios Garrigues, and in the Master's Degree in Law taught by the Catholic University of Valencia. He is also a member of the Valencia Bar Association.

## Experience

Juan Francisco Argente has extensive experience in restructurings, internal and external flexibility, and mergers and acquisitions, both within and outside of insolvency proceedings. He specializes in social security litigation before the labor and judicial review courts.

He has a wealth of experience in advising senior managers and executives on senior management employment contracts, golden parachute and non-compete clauses, terminations and social security treatment. His experience also covers employment and labor law for sports as well as social security law, particularly legal advice on social security systems, subsidies and reliefs applying to hirings and the conduct of administrative and judicial appeals against settlement and/or infringement reports drawn up by the Employment Inspectorate.

He provides recurring advice on all areas of employment and human resources law: labor law audits (assessment of the employment-corporate situation of companies), employment contracts (types of contract and contractual clauses), working conditions (e.g. salary structure, modification of working conditions, working hours and vacation time), disciplinary proceedings and subcontracting protocols.

## **Academic background**

Degree in Law, Universidad de Valencia.

## **Teaching activity**

Juan Francisco Argente lectured on the Advanced Business Law Course offered by Centro de Estudios Garrigues during the 2012-2013 academic year and on the Master's Degree in the Legal Profession offered by Universidad Católica de Valencia during the 2014-2015 academic year.

## **Memberships**

Juan Francisco Argente is a member of the Valencia Bar Association.

## **Publications**

Author of a number of legal articles in specialist journals.

Co-author of the book "The out-of-court resolution of collective labor disputes" (\*).

(\*) originally published in Spanish. See Spanish CV for more information.