

# GARRIGUES

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## José Luis Cebrián

Partner

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## Labor and Employment Law

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### Experience

Jose Luis Cebrián has been a partner of the Labor and Employment Law practice at Garrigues since 2002. Prior to joining the firm, he spent several years practicing law at the labor union Unión General de Trabajadores as head of the legal department and Secretary for Union Activities of the Federation of Allied Industries, directly assuming the negotiation of 21 nationwide industry collective labor agreements (including the following industries: chemical, perfumery and related, textile, leather, service stations, industrial refrigeration, water catchment, treatment and purification, glass and ceramics, etc.) and all collective agreements with large companies and industrial groups (such as Repsol, Endesa, Iberdrola, Michelin, Firestone, etc.). He specializes in labor and employment law, particularly all aspects of collective bargaining, labor union law and restructuring, and is a renowned expert in all of these areas and notably in union matters.

Among other fields, he is an expert in collective bargaining at all levels, both industry and company-specific, and is the lawyer of choice of various employers' confederations and business groups (ANESCO, ANAIP, UNACC, CONFEMADERA, AEEVECAR, UNESPA, Grupo Viesgo, Iberia, FCC, Cementos Portland Valderrivas, CLH, etc.). His wealth of professional experience also includes a stint as member of the National Consultation Committee on Collective Agreements, during which time he took on the process of repealing and substituting labor regulations implemented by the 1994 Labor Reform.

He also provides recurring advice on labor-related restructuring matters, having advised on the most high-profile deals in Spain in recent years in an array of industries. By way of example, some of the most notable engagements in recent years include:

- OCV (French multinational).
- ABB (Swedish multinational).
- General Electric (US multinational): GE Power; GE Wind; GE Energy; GE Digital and GE Water.
- Cinco Días (PRISA Group).
- Lafarge – Holcim (French multinational).
- Iberia (IAG Group, a UK multinational). Restructurings carried out in 2013, 2014 and 2017.
- Alstom (French multinational): Alstom Renovables; Alstom Hydro; Alstom Instalaciones and Alstom Power.
- FCC Group (Spanish and Mexican multinational).
- Unísono.
- Fiesta Colombina (Colombian multinational).

Jose Luis Cebrián has featured in several legal directories, such as the Chambers Europe guide (employment practice area) published by Chambers&Partners, forming part of the team of employment experts singled out for praise by the directory, which ranks Garrigues as one of the top labor law firms in Spain. According to the directory, Jose Luis Cebrián is a labor law expert who is both recognized and appreciated by his clients. He has also been included in the Best Lawyers in Spain directory and in WHO'S WHO legal.

He lectures on the Executive and Master's Degree programs in Labor Law Counselling at Centro de Estudios Garrigues.

He is a regular speaker at seminars and conferences organized by the firm and an array of specialist centers and business associations (UNESPA, CONFEMETAL, CONFEMADERA, AEEVECAR, ANAIP, etc.).

### Academic background

Degree in Law from Universidad Complutense de Alcalá de Henares.

Regular speaker at seminars and conferences staged by the Firm and an array of specialist centers and business associations (UNESPA, CONFEMETAL, CONFEMADERA, AEEVECAR, ANAIP, etc.).

### Publications

Coauthor of books and manuals: "Legal Studies on Restructuring Transactions", published by the Garrigues Collection (Marcial Pons); "Labor Relations, pending reforms" and "Retirement Reform", published by the AEDIPE Human Resources Library.

Numerous articles and publications in specialist reviews and journals.

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