



Julián García Payá

Partner

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Labor and Employment

Julián García is a partner in the Garrigues Labor and Employment Department, where he specializes in labor and employment and social security law, providing advice on employment relationships, human resources and social security.

He also has extensive experience in litigation before the labor and social security courts and in advising on corporate restructurings, collective bargaining, employment contracts and senior management contracts, among other matters.

He holds a Law Degree from Universidad de Valencia and a Master's Degree in Labor Law Advice and Business Law from Centro de Estudios Garrigues, in collaboration with Harvard Law School. He has teaching experience as a lecturer on labor and employment law at several universities and has been a speaker in myriad forums as well as an author of numerous publications.

He is a member of the Valencia Bar Association.

Experience

Julián García joined Garrigues in 2008 and has been a partner since 2024.

He advises on strategic and particularly complex matters relating to labor and employment law, human resources, social security and occupational risk prevention, providing comprehensive advice to companies with a superb labor law technique and with a high degree of involvement in achieving satisfactory results for the client.

Of note is his advice on such matters as restructurings, collective layoffs and temporary layoff procedures (ERTEs), collective bargaining, corporate policies, occupational risk prevention, remuneration and compensation, as well as in litigation on all facets of employment relationships (disciplinary dismissals and objective dismissals, material modifications to working conditions, fundamental rights, etc.). He also has broad experience in the areas of social security, penalty proceedings commenced by the labor authorities and occupational accidents.

He advises clients in both Spanish and English.

Academic background

- Degree in Law, Universidad de Valencia.
- Executive Master's Degree in Business Law, Centro de Estudios de Garrigues in collaboration with Harvard Law School.
- Practical accounting course, Centro de Estudios Financieros (CEF).

Teaching activity

Julián García is a lecturer at Universidad CEU Cardenal Herrera in the Master's Degree for Access to the Legal Profession, and at Universidad Internacional de Valencia (VIU), where he lectures on various topics related to labor and employment and social security law. He also has experience as a part-time lecturer at Universidad de Valencia.

In addition, he is a regular speaker at specialist forums in Valencia.

Memberships

He is a member of the Valencia Bar Association.

Publications

- "Tratado práctico del despido" (Practical Treatise on Dismissals). Atelier Libros Jurídicos. 2022.
- "Mayor claridad para la jubilación parcial" (Greater clarity on partial retirements). Economía 3. 2017.
- "Análisis práctico de la Ley de Prevención de Riesgos Laborales" (Practical analysis of the Occupational Risk Prevention Law). Thomson Reuters Aranzadi. 2016.
- "Sanciones a empleados a través de grabaciones de cámara" (Employee penalties and video recording). El Periódico Mediterráneo. 2015.

He also regularly posts in the Garrigues Labor and Employment Blog:

- "Alternativas de la empresa ante ausencias voluntarias e injustificadas del trabajador" (Companies' alternatives in the event of voluntary and unjustified worker absences). Garrigues Labor and Employment Blog. 2023.
- "La planificación laboral en las empresas puede ser la clave para después del estado de alarma" (Workforce planning by employers may be the key following the end of the state of emergency). Garrigues Labor and Employment Blog. 2020.
- "Llega el momento de pagar (o no) el bonus annual" (It's time to pay the annual bonus – or not). Garrigues Labor and Employment Blog. 2019.
- "Sucesión de empresa: ¿baja voluntaria o despido improcedente?" (Business succession: voluntary departures or unjustified dismissals?). Garrigues Labor and Employment Blog. 2018.

- “El FOGASA deberá abonar las cantidades de las solicitudes que no haya resuelto en tres meses” (The Wage Guarantee Fund (FOGASA) will have to pay sums under applications it has not decided on within three months). Garrigues Labor and Employment Blog. 2015.