GARRIGUES

Francisco Javier Rojas Aragón

Partner

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Labor and Employment

Francisco Javier Rojas is the partner in charge of the labor and employment law practice in Garrigues' Murcia office, where he has been working for more than nineteen years after working at other firms. He specialises in corporate restructuring operations; redundancy procedures, individual dismissals, mergers, segregations, outsourcing and subcontracting operations, trade union law; trade union elections, trade union sections, inter-centre committees and other representation formulas; collective bargaining, senior management and occupational risk prevention, having participated in major operations during his professional career. Specialist in the agri-food sector.

He has been an associate lecturer/tutor at the Universidad Nacional a Distancia de Elche (UNED) and lecturer on the Master's Degree in Human Resources at the Universidad Católica de Murcia.

Professor of the Global MBA Master of EBF European Business Factory and the Master MBA Target Business School.

He is a member of the Murcia Bar Association.

Experience

Francisco Javier Rojas has been a partner in Garrigues' Labor and Employment department since 2013, having joined the firm in 2003 after working at other firms.

In his professional activity he has participated in highly complex proceedings in different sectors, including:

Highly complex collective redundancies due to the number of people affected and the circumstances involved.

Temporary employment regulation procedures.

Negotiation in the context of strike calls.

Procedures for non-application of agreements, substantial modifications of working conditions and transfers.

Negotiation of sectoral and company collective agreements, as well as other types of collective agreements.

Litigation arising from collective disputes and individual claims.

In addition to this advice on strategic operations, he also provides recurring employment advice to clients, both Spanish and foreign, as well as on senior management issues and international secondment of workers.

Finally, he has advised major business associations on collective bargaining in the agricultural sector.

Academic background

- Graduate in Law from the University of Almeria.
- Diploma from the School of Legal Practice of Murcia.
- Occupational Risk Prevention Technician.

Teaching activity

He has been an associate lecturer/tutor at the Universidad Nacional a Distancia de Elche (UNED) and lecturer on the Master's Degree in Human Resources at the Universidad Católica de Murcia.

Professor of the Global MBA Master of EBF European Business Factory and the Master MBA Target Business School.

Memberships

He is a member of the Murcia Bar Association.

Distinctions

Recognised as Best lawyer since 2013.

Publications

Co-author and author of publications and opinion articles:

- The book ¨Acceso a la abogacía. Test¨ Co-author of the labour part. Editorial Tecnos year 2020.
- The book ¨Las causas del despido disciplinario en la jurisprudencia¨; co-author of chapter 24 ¨Las causas del despido disciplinario en el TSJ de Valencia" year 2018.
- "El libro Blanco sobre prácticas de Flexiseguridad Laboral en las empresas de Murcia" (Diego Marín, 2008), directed by Federico Durán.
- "Partial payment of compensation by FOGASA after the Instruction of 3 June 2011" (Aranzadi Social 2011, volume 5).
- "La pensión de viudedad de una pareja previamente divorciada. Legal requirements".
- Commentary on the ruling of the STSJ Balearic Islands of 23 December 2009 (Aranzadi Social 2010 Volume 6).

Numerous articles and publications in newspapers and magazines, including in recent years: "La privacidad en el correo electrónico en la empresa" (La Verdad de Murcia 2013); "La reforma laboral a escena" (Nueva Economía 2012); "Luz verde a los expedientes de regulación de empleo en el sector público" (La Verdad de Murcia, 2012); "La reforma laboral sigue pendiente" (La Verdad de Murcia 2011); "Y después de la Huelga que? "(La Verdad de Murcia 2010); "La contrata de obras y servicios y la noción de propia actividad" (La Verdad de Murcia 2009).

He is a regular contributor to seminars and conferences organised by different business organisations in the Autonomous Community of the Region of Murcia and forums such as Dirección Humana and APD.