GARRIGUES



Rafael López Martín

Partner

Seville

rafael.lopez.martin@garrigues.com

Abogado colegiado nº 10235

I. Colegio de Abogados de Sevilla

Avenida de La Palmera, 19 B

41013 Seville (Spain)

Tel: +34 95 448 93 48

Fax: +34 95 448 93 49

Labor and Employment

Rafael López is a partner in the Labor and Employment Law Department of Garrigues in Seville, and has spent his entire professional career at the firm. He specializes in all aspects of collective bargaining (mainly collective dismissals, suspension of contracts, collective labor agreements and collective modifications to working conditions), having participated and led major restructuring processes in recent years in different sectors of activity, such as industry and public services.

He also practices and has extensive expertise in a wide range of areas, including the provision of general labor law advice, to both Spanish and foreign companies, and litigation.

Experience

Rafael López is a partner in the labor and employment practice of Garrigues, and has spent his entire professional career at the firm since joining in 1998. He was made partner of the Labor and Employment Law Department at the Seville office in 2011.

He specializes in labor and employment law, advising on labor law, social security, human resources and occupational risk prevention matters, as well as on collective bargaining and restructuring processes.

His extensive experience includes strategic labor law advice, particularly the provision of comprehensive advisory services to foreign and Spanish companies.

Rafael López also has a wealth of experience in acting before the courts at all levels.

Over his professional career, he has participated in numerous highly complex projects, with broad expertise in the following areas, among others:

- Restructurings, collective dismissals and temporary layoffs.
- Collective labor relations: collective bargaining.
- Advice on court proceedings in the labor jurisdiction and labor-related judicial review proceedings.
- Senior management.

- Outsourcing and insourcing processes.
- Definition of labor-related policies and Codes of Ethics.
- Equality, diversity and work-life balance.
- Labor compliance.
- Distance working, digital disconnection and new technologies.
- Remuneration and compensation.
- Working time and recording of working hours.
- Union elections.
- Mergers and acquisitions.
- Labor due diligence reviews and audits.
- Advice on labor and social security inspections and on related procedures.
- Labor law aspects of data protection, information security and employer control.

Fluent in English and Spanish.

Academic background

- Degree in Law, Universidad de Sevilla, with special mention in the area of Business Law.
- Master’s Degree in Legal Counseling for Businesses, Instituto de Estudios Jurídicos del Monte de Piedad and Caja de Ahorros de Huelva y Sevilla.
- Diploma in Senior Management (AD-1), Instituto Internacional San Telmo.

Teaching activity

He has lectured on several Master’s Degrees and expert courses in human resources, specifically:

- Master’s Degree in Business Law Practice.
- Master’s Degree in Legal Counseling for Businesses. Instituto de Estudios Cajasol. Labor restructuring modules.
- Master’s Degree in Labor Law Counseling. Universidad Loyola Andalucía.
- Internacional Executive Management Course. Deutz Business School.

Memberships

Member of the Seville Bar Association.

Distinctions

Lawyer of the Year 2018

Publications

He routinely publishes articles on the Garrigues Labor and Employment blog.