



## Raúl Vázquez Ruiz

Partner

Bilbao

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Abogado colegiado nº 6626

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### Labor and Employment

Automotive

Mergers & Acquisitions

Startups & Open innovation

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Raúl Vázquez is a partner in the Labor and Employment Law practice in Garrigues.

He provides on-going advice on labor law, Social Security and occupational risk prevention to both domestic and multinational companies, with a practical and tailor-made approach that is always aligned with the needs of the business.

He is a lecturer in Social Security Law at Deusto University.

He has been recognized as Lawyer of the Year 2021, in the category of Employee Benefit Law, by the Best Lawyers publication.

### Experience

Raúl Vázquez is a partner in the Labor and Employment Law practice in Garrigues.

He provides on-going advice on labor law, Social Security and occupational risk prevention to both domestic and multinational companies.

He has extensive experience in providing specific advice on company restructuring processes, which has allowed him to participate in the most important collective layoff, suspension of employment contracts and termination of employment contracts within insolvency proceedings that have taken place in recent years in Basque Country.

He has also provided advice to different companies in situations of industrial actions and/or strike, as well as in collective bargaining processes -collective agreements, company or worksite agreements-.

He regularly participates in advising on labor law aspects of corporate transactions, hiring of executives, as well as in the design and implementation of remuneration policies.

In addition, he regularly represents corporate interests in legal proceedings before the Labor Courts, National High Court, High Courts of Justice, as well as Supreme Court.

He has been recognized as Lawyer of the Year 2021, in the category of Employee Benefit Law, by the Best Lawyers publication.

## Academic background

Degree in Law with a specialization in economics. Deusto University.

## Teaching activity

- Lecturer in Social Security Law. Degree in Law. University of Deusto.
- Lecturer in employment law at the Garrigues Associate School.
- Tutor-coordinator of the Executive Master's Degree in Business Law, Centro de Estudios Garrigues (2011/12).

## Memberships

Bizkaia Bar Association (member no. 6626).

## Distinctions

- Lawyer of the Year 2021, within Employee Benefit Law category (Best Lawyers in Spain)
- Best Lawyers in Spain: Employee Benefit Law category.

## Publications

- Constitutional Court downgrades the value of the agreement reached in a collective layoff. Garrigues Blog.
- "*Ultraactividad*" of collective bargaining agreements: disappearance of the lower-level agreement that is replaced by a higher-level agreement (Judgment of the Supreme Court, Social Chamber, of June 5, 2018, appeal no. 364/2017). 2019 Labour Practice for Lawyers. The most relevant cases in 2018 for large law firms. Editorial La Ley.
- Agreement for the "shielding" of collective bargaining agreements in the Basque Country. Garrigues Blog.
- Different contract, same compensation? EIDerecho.com.
- Problems of collective bargaining of the companies. Garrigues Blog.
- The European Court of Human Rights upholds company control of workers' electronic communications. Garrigues Blog.
- The amendment of collective bargaining. Periódico Empresa XXI (page 5).
- Employment contracts guide 2008. Editorial Quantor.
- New Statute of the Self-Employed Workers. Comments on Law 20/2007, of 11 July (BOE of 12 July). Editorial Quantor.

- Employment contracts guide 2006. Editorial Quantor.
- Duty to inform employees of a significant change of shareholding in the company. Quantor Social Bulletin no. 75 (pages 2 to 4).