



## Manuel Merino Ferrando

Senior associate

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## Labor and Employment

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Senior Associate in the Labor and Employment Law Department. Degree in Law and Business Administration from Universidad de Valencia and Executive Master's Degree in Business Law. Expert in the provision of comprehensive labor law advice to businesses, the planning and implementation of internal and external restructuring and flexibility measures, and equality matters.

## Experience

He has extensive experience in business restructuring processes and internal and external flexibility measures: individual and collective procedures for dismissals, temporary layoffs and reduction of working hours on objective grounds or due to force majeure, individual and collective procedures for material modification of working conditions, and corporate mergers and acquisitions. He is also an expert on equality issues, and works on preparing, negotiating and implementing equality plans.

He provides recurring advice on all areas of labor and social security law, particularly the negotiation of collective labor agreements and opt-out procedures, senior management contracts, golden parachute clauses and social security classification.

He is also noted for his litigation expertise in the labor and judicial review jurisdictions, specializing in cases involving dismissal on disciplinary grounds and layoffs on objective grounds, collective disputes, and administrative and judicial review appeals in relation to assessments and notices of infringement issued by the labor and social security inspection authorities.

## Academic background

- Law Degree, Universidad de Valencia.
- Degree in Business Administration, Universidad de Valencia.
- Executive Master's Degree in Business Law, Centro de Estudios Garrigues in conjunction with Harvard Law School.

- Training course for the implementation of equality plans and other equality measures in companies, organized by the Instituto para la Mujer y la Igualdad de Oportunidades.