



## Érica Ruiz Aledo

Senior associate

Murcia

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## Labor and Employment

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Érica Ruiz Aledo is a Senior Associate in the Labor Law Department at Garrigues, where she has been practicing since 2014, and is an expert in equality plans, occupational risk prevention, corporate social responsibility, corporate restructuring, collective bargaining and labor contracting, among other areas, having participated in major transactions during her professional career.

She holds a degree in Law from the University of Murcia and a Master's Degree in Occupational Risk Prevention, 3 specialities: Safety, Health and Industrial Hygiene, Ergonomics and Applied Psychosociology, from the University of Miguel Hernández in Elche.

She also teaches for the European Business School MBA in Human Resources Management.

She is a member of the Murcia Bar Association.

## Experience

Érica Ruiz Aledo is a Senior Associate in the Employment Law Department of Garrigues in Murcia, where she has worked since 2014.

In her professional activity she has participated in highly complex processes in different sectors, including:

- Negotiation of Equality Plans.
- Highly complex collective redundancies due to the number of people affected and the circumstances involved.
- Proceedings for temporary employment regulations.
- 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.
- Development and implementation of remuneration audits.
- Drafting of all types of company protocols: maps of responsibility in preventive matters, protocols for the use of telematic media, teleworking, digital disconnection, codes of ethics, etc.

In addition to this advice on strategic operations, he also provides recurring employment advice to both Spanish and foreign clients.

## Academic background

- Degree in Law from the University of Murcia (2010-2014).
- Academic internship at the Public Prosecutor's Office (Murcia Court), in 2014.
- Course on the Public Sector Contracts Act 2018.
- Master's Degree in Law, University of Murcia.
- Master's Degree in Corporate Social Responsibility, Sustainability and Corporate Intelligence, by the Catholic University of San Antonio.
- AENOR course on the preparation of Sustainability Reports.
- Master's Degree in Occupational Risk Prevention, 3 specialities: Safety, Health and Industrial Hygiene, Ergonomics and Applied Psychosociology, by the Miguel Hernandez University of Elche.

## Teaching activity

2017 (currently) Tutor-Collaborator of the Practicum of the Faculty of Law of the University of Murcia.

2020 (currently) Lecturer on the European Business School MBA Master's Degree in Human Resources Management.