



## Avelino Álvarez Casas

Partner

Valencia

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## Labor and Employment

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Avelino Alvarez has been a lawyer in the Garrigues Labor and Employment Law Department since 2000, where he practices in the areas of labor, employment and social security law. He has extensive experience in collective bargaining and complex restructuring processes. He is a recognised advisor specialising in senior management, senior management contracts, non-competition agreements, the development of ethical hiring policies and labour compliance, and has extensive experience in providing recurring strategic advice on labour matters to both family-owned and multinational companies. Member of the Valencia Bar Association. Degree in Law, Universidad de Salamanca. Master's Degree in Labor Law Counseling, Centro Europeo de Estudios y Formación Empresarial Garrigues & Andersen. Course on Community Law, Jean Monnet Chair in European Studies, Universidad de Salamanca. Qualification as legal adviser on consumer issues, Universidad de Salamanca.

## Experience

Areas of expertise:

- Extensive experience in labor litigation and labor disputes: legal assistance in the labor jurisdiction to employers and workers in a range of labor proceedings, establishing the legal strategy for the trial, studying the case law and legal analysis applicable to each case, analyzing and preparing the documents forming the documentary evidence, preparing the company's legal representative and any witnesses, as well as drafting submissions and appeals prior to the trial, and attending the trial. Challenge and filing of appeals to higher courts in the labor jurisdiction, cassation appeals, nullity proceedings, etc.
- Collective bargaining: negotiation and drafting of collective labor agreements (at industry, company and group level), company-wide agreements, material modifications to working conditions, transfers, mobility issues, etc.
- Business restructurings: collective layoff procedures, individual objective dismissals, mergers, spin-offs, outsourcing and subcontracting.
- Supplementary employee welfare (individual and collective): pension plans and funds, collective insurance and pre-retirement plans.

- Labor union law: labor union elections, workplace labor union branches, central works committees and other forms of representation.
- Implementation of flexible compensation and cafeteria plans.
- Recording of working time, remote working and digital disconnection.

## Academic background

Degree in Law, Universidad de Salamanca.

Master's Degree in Labor Law Counseling, Centro Europeo de Estudios y Formación Empresarial Garrigues & Andersen.

Course on Community Law, Jean Monnet Chair in European Studies, Universidad de Salamanca. Qualification as legal adviser on consumer issues, Universidad de Salamanca.

## Teaching activity

Part-time lecturer in Labor and Social Security Management at Universidad Católica de Valencia (UCV).

Contributor and speaker on the Master's Degree in People Management and Organizational Development at ESIC.

Contributor and speaker on the Master's Degree in Business Law Advice at Fundación de Estudios Bursátiles de Valencia.

Lecturer in Human Resources, Training and Career Guidance, and head of Workplace Training at Centro Grial de Valladolid.

Speaker on the Right to Disconnection on the Higher Course on Digital Transformation in Human Resource Management | TRH. Universidad de Alicante.

Avelino is a regular contributor to seminars and conferences organized by different organizations and forums, such as Aedipe Valencia, RH Club, APD, and labor unions.

## Memberships

Member of the Valencia Bar Association.

## Distinctions

Recognized in Best Lawyers since 2012 in the Labor and Employment Law category. 2021 Best Lawyer of the Year - Labor and Employment Law (Valencia).