

LABORAL



MONTERO | ARAMBURU
ABOGADOS



EMPLOYMENT LAW
AREA

MADRID | SEVILLA | SANTA CRUZ DE TENERIFE | LAS PALMAS DE GRAN CANARIA | CÓRDOBA | HUELVA

MONTERO | ARAMBURU
ABOGADOS





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The Firm

MONTERO|ARAMBURU ABOGADOS was founded in Seville(Spain) in 1971 as a tax boutique and continued as such until 1992.

At that time, the firm experienced a diversification process that resulted in the full-fledged legal service provider and multi-disciplinary law firm that it is today.

Since its beginnings, **MONTERO|ARAMBURU ABOGADOS** has achieved high prestige, not only locally but throughout all of Western Andalusia, where it has offices established in Seville, Cordoba and Huelva and, since 2014, in Madrid. Its area of influence also extends to the Canary Islands, where the firm

has had an office in Santa Cruz de Tenerife since 1980 and another in Las Palmas de Gran Canaria since 2003.

The firm boasted over 150 lawyers covering all areas of law. The firm's clients come from a broad spectrum both in terms of their operating sector and the size of their operations. As such, they include large industrial corporations, influential wine production companies and top real estate firms, but also traditional family companies and "SMEs" operating in a variety of fields. Of course, clients also include renowned professionals and entrepreneurs in addition to partners in deeply rooted social non-profit companies and institutions.



Philosophy

Some of the main factors governing the firm's professional practice include:

CLIENT ORIENTATED PRACTICE

MONTERO|ARAMBURU is orientated towards dealing with clients rather than simply matters. By offering a customised service and paying constant attention to the individual needs of the client, we have been able to establish long-lasting, stable working relations with our clients. In turn, our clients confidently place their trust in our law firm which enables us to provide them with a smooth and efficient legal service that can either be proactive or in advance

KNOWLEDGE OF THE ECONOMIC SECTORS

The firm's extensive professional experience, as well as its vast array of clientele, mean that we are able to offer expert advice about the nature and specificities of practically all economic sectors. Previous knowledge of the areas in which our clients operate minimises the time and effort required for resolving specific problems.

CONTINUAL TRAINING

Offering our lawyers continual training is a number one priority for our law firm. Our lawyers attend regular internal courses which provide updates on the most recent developments in legal matters concerning all areas of speciality. These courses look at current jurisprudence as well as all new legislation, from when it is being created to mere preliminary draft laws. MONTERO|ARAMBURU also edits a daily bulletin which includes all of the information required by its lawyers regarding fully up-to-date legal knowledge.

CTECHNOLOGY

For MONTERO|ARAMBURU, technology is vitally important for the functioning of the firm. Therefore, we have introduced the latest technology for communicating and processing information. We are now storing all documentation (internal and external) in digital format and are no longer keeping hard copies

SEARCH FOR EXCELLENCE

MONTERO|ARAMBURU welcomes vocational lawyers as well as enthusiasts, competitors, optimists and those highly skilled in comradeship. They represent some of the fundamental principles of the firm, marked by a constant search for excellence and leadership skills





EMPLOYMENT LAW AREA

PRESENTATION

At MONTERO|ARAMBURU, we have an Area specialised in Employment Law, which has always had great significance in society but, in recent years, has acquired special relevance due to the constant legislative amendments and changes in case law applied in the employment framework and to the adoption of measures in employment and Social Security measures that aim to adjust the working conditions of workers to the current economic situation.

In particular, the Employment Law Department comprises highly qualified lawyers with in-depth and up-to-date knowledge. Each of its members is specialised in a certain sector of Employment Law, enabling them to offer clients detailed and thorough advice any issues that arise in day-to-day work. Additionally, that specialisation is complemented with an in-depth and constant learning of each of the components of this Area, as they update their knowledge regularly to offer exhaustive and effective solutions to the issues raised by clients.

Our team of specialists from the Employment Law Area gives advice to private and public companies, councils, associations, universities, foundations and sporting entities, executives, self-employed workers and trade unions, which allows us to meet all the legal needs put forward because we can advise the interested parties taking into account not only the viewpoint of our client at that time but also from the perspective of the counterparty. Therefore, they will be able to make the best and most appropriate decision at all times, and they will have the best legal defence in view of any court proceeding or dispute that may arise.

The main purpose of the advice we give is to guide the client on the employment aspects so that they maintain an adequate balance in the framework of employment relations, ensuring, on the one hand, the strict observance of current law and, on the other hand, the knowledge of all the rules or regulations that may affect their normal development in one way or another.

The services rendered by the Employment Department are complemented with those offered by the Employment Management Department, which has been consolidated in recent years and that aims, primarily, to offer our clients all the advice they may need in the management of recruitment and preparation of their employees' payslips pursuant to the current employment regulations, which permits cost optimisation for the companies and a huge saving of time with an improvement in their organisation.

LIST OF SERVICES

MONTERO|ARAMBURU offers a comprehensive advisory service adequately to resolve the complex issues that arise on a daily basis and that often entail the intervention of lawyers with different legal specialisms for their resolution. Therefore, it makes perfectly coordinated multidisciplinary teams available to the client to address those matters in a comprehensive manner.

Additionally, to provide the client direct and flexible treatment, the MONTERO|ARAMBURU's Employment Department deals with the client immediately in any issue that they formulate in relation to the matters entrusted and it communicates any relevant procedural milestone immediately so that the interested party may analyse it in detail and adopt, as applicable, the appropriate decisions carefully.

Employment advice is given in coordination among the lawyers of the different offices when the issue raised by the clients requires a certain level of experience or specialisation, therefore making the most of the synergy and experience of the members of the Employment Department team.

By way of illustration, the services that MONTERO|ARAMBURU's Employment Department offers are the following:

> In recurrent employment advice matters: Resolution of the consultations formulated on employment law and Social Security issues that may arise in the development of the professional activity of companies, self-employed workers and employees, senior management staff and trade unions (in particular, in recruitment, licences and permits, leave, contract suspensions, remuneration, election of employee representatives, strikes, disciplinary proceedings, redundancies, occupational risk prevention, employment enterprise groups, framing in the Social Security System, contribution groups, etc.); issuance of reports or opinions on complex or disputed issues; completion of "due diligence" to detect the main contingencies of the company under analysis, determine their consequences and establish the necessary recommendations for their standardisation; preparation of action Protocols and Internal Company Policies (on workplace harassment, use of work tools, etc.); completion of "compliance", whose final objective is to achieve the fulfilment of the employment obligations by the companies, establishing, for that purpose, the appropriate protocols to make it possible to guarantee adequate corporate management avoiding possible administrative sanctions (or even criminal proceedings) and preventing the breaches from occurring in the future (analysing, for example, the prevention of crimes in the employment sphere, illegal trafficking in employment, discrimination, use and

control of new technologies by employees, data protection within the employment framework, etc.).

>> In recruitment matters

Drafting of common and special employment contracts (exclusivity and full commitment agreements, post-contractual non-competition clauses, confidentiality clauses, minimum term agreements, etc.) as well as contracts of economically dependent self-employed workers.

Preparation and drafting of contractual novation agreements and expatriation agreements, performing all the processes for the effective provision of services abroad by the affected workers as well as management and processing of secondments of workers to Spain for the provision of their services in companies located in our country.

Advice, through the Employment Management Department, on the bonuses, incentives and deductions from which the client may benefit at any given time, processing of the registrations and de-registrations of employees in the Social Security System through the Network System, management of fit notes or workplace accident reports through the Delta System, interpretation of the applicable Collective Agreements, etc.



> In procedural matters: Legal advice and defence in any litigation proceeding related to employment law (including those processed in insolvency proceedings) on the most diverse matters (collective and individual redundancies, challenge of sanctions, termination of contracts, monetary claims, claim seeking declaration of rights, substantial amendments of collective and individual working conditions, geographic and functional mobility, workplace harassment, strikes, collective disputes, Social Security benefits, etc.) before the Mediation Centres and Services and Out-of-Court Conflict Resolution Systems as well as before the corresponding Courts and Tribunals.

Attendance at first-instance trials and incidents in the enforcement phase and preparation of appeals for reversal and statements challenging the appeals for reversal before the High Courts of Justice, as well as cassation appeals before the Supreme Court, writs of amparo before the Constitutional Court and appeals before the Court of Justice of the European Union.

> In administrative matters:

Advice and defence in the administrative procedures of a employment or Social Security nature initiated by the General Treasury of Social Security, the National Institute of Social Security, the Employment and Social Security Inspectorate or the Tax Agency (imposition of sanctions, settlement records of Social Security contributions, etc.) as well as preparation of the corresponding administrative appeals and of the relevant judicial review appeals.

> In commercial and tax matters:

Study of the employment aspects of sale and purchase transactions that require special planning or study as well as employment support in the design and establishment of corporate restructuring operations (merger, takeover and division processes in relation to trading companies, transfer of production units, etc.).

Advice on the framing of the shareholders

and directors of trading companies, cooperatives, communities of property, etc. in the Social Security System.

Warnings and recommendations on the compatibility or incompatibility of the recognised Social Security System pensions with any type of provision of services by the interested parties.

> Oters matters: Advice on the drafting and negotiation of company Collective Agreements, processing of collective redundancy procedures and substantial amendment of working conditions, employment advice in insolvency proceedings and specific employment advice in sporting matters, preparation of a newsletter on the most relevant issues in employment law newslaboral en procedimientos concursales y asesoramiento laboral específico en materia deportiva.



MADRID OFFICE

Area Partner



MARÍA MARTÍNEZ-AVIAL GUERRA

Lawyer, Partner of the Firm's Employment Law Department, with over 25 years' professional experience.

PERSONAL INFORMATION

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EDUCATION

Law Degree, Universidad Complutense de Madrid.

CURRENT PROFESSIONAL EXPERIENCE

Joined MONTERO|ARAMBURU in 2008 as partner.

She specialises in Employment and Social Security Law. She has broad experience in advising local and international commercial entities in employment and Social Security matters, including restructuring processes, negotiation with workers' legal representatives, assistance and defence of clients before the Employment Courts, the National Court, the High Courts of Justice, the Supreme Court and the Constitutional Court.

She also renders intermediation services before the Employment Inspectorate, advisory services in contractual, compensation and benefits matters, stock options plans, employee manuals, due diligence and post-merger integration processes, among other matters.

She joined MONTERO ARAMBURU ABOGADOS as head partner of the Employment Law Department of its Madrid office.

TEACHING EXPERIENCE

Lecturer on the Postgraduate "Employment Law

Practice" Course of the Bar Training Course at the CEU Madrid in 2001, 2002 and 2003.

Lecturer on the Postgraduate "Employment Procedure" Course of the Master's in Legal Advice at the CEU Madrid since 2005.

Lecturer on the Bar Training Course at the CEU, teaching the "Employment Procedure" module since 2013.

Lecturer on the Official Master's in Corporate Legal Practice at the Universidad Europea de Madrid in 2007, 2008 and 2009, teaching Employment Law and Employment Procedure.

Lecturer on the Master's in International Law at the Instituto Superior de Derecho y Economía from 2010 to 2013.

Lecturer on the Bar Training Course at the Universidad de Villanueva, teaching the "Employment Procedure" module since 2015.

Speaker in different courses and seminars on matters related to Employment and Social Security Law.

PUBLICATIONS

She has published various specialist articles in relation to Employment Law and Social Security in different media such as *Expansión*, *Cinco Días*, *E País*, *Economist & Jurist*, and *La Gaceta de los Negocios*, as well as in journals specialising in Human Resources. Included in the lists of Best Lawyers, Legal 500 and Chambers Europe.

All of this is complemented by her vast knowledge of English.

She is a member of the Distinguished Bar Association of Madrid, with licence number 51,482.

Area Lawyer



CANDELARIA GÓMEZ ROBLES

Lawyer, Associate of the Firm's Employment Law Department, with over 24 years' professional experience.

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EDUCATION

Law Degree, Universidad de La Laguna, Tenerife.
Master's in Legal Advice. Instituto de Empresa, Madrid (1999-2000).

CURRENT PROFESSIONAL EXPERIENCE

Joined MONTERO|ARAMBURU in 2018.

She specialises in advising and assisting both national and international companies in employment and Social Security matters, notably with vast knowledge of English and French and experience in the following areas, among others:

- Preparation and drafting of senior management employment contracts.
- Advice in the framing of shareholders and directors in the Social Security System.

- Attendance at trials before the judicial bodies of the employment jurisdiction.
- Advice in collective disputes and in negotiation of companies with the employee legal representatives derived from processes of different types, highlighting, for illustrative purposes, those relating to substantial amendments of working conditions, collective redundancies or negotiation of company collective agreements.
- Advice and assistance to the company before the Employment and Social Security Inspectorate and before any Public Body in relation to employment and Social Security issues.

She has broad experience participating as speaker at different courses and seminars in matters related to employment law and has published several specialist articles relating to different branches of law in various media and specialist journals.

All of this is complemented by her vast knowledge of English.

She is a member of the Distinguished Bar Association of Santa Cruz de Tenerife, with licence number 2,317.

Area Lawyer



CARLOTA SOTOMAYOR VELASCO

Lawyer, Associate of the Firm's Employment Law Department, with over 6 years' professional experience

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EDUCATION

Degree in Law and Business Administration and Management at the San Pablo CEU University in Madrid.

Master's Degree in Access to Law and Business Law at the Universidad San Pablo CEU in Madrid.

CURRENT PROFESSIONAL EXPERIENCE

She joined MONTERO | ARAMBURU in the year 2020.

Among her professional competences, is worthy to note the legal-technical advice in labor law, Social Security and collective bargaining matters to private and public entities.

She has experience in carrying out actions before the Labor and Social Security Inspection, as well as in the representation and legal assistance before the extrajudicial conflict resolution authorities and social jurisdiction bodies in all its instances.

She is an active publisher of articles in various media (Journal of International and Community Social Law-Ministry of Employment and Social Security-, General Journal of Labor Law -Portal Iustel-, Practical Yearbook for Lawyers 2019 - The Law -, among others).

She belongs to the Madrid Bar Association with Collegiate number 127.055.



SEVILLE OFFICE

Area Director



PATRICIA LEÓN GONZÁLEZ

Head lawyer: Lawyer and Head of the Employment Area Lawyer of the Firm's Employment Law Department, with over twenty (20) years' professional experience.

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EDUCATION

Law Degree, Universidad de Sevilla.
Candidate for the Superior Corps of Employment and Social Security Inspection.

CURRENT PROFESSIONAL EXPERIENCE

Joined MONTERO|ARAMBURU in 1998.

She is a member of the National Association of Employment Lawyers (ASNALA), which allows her to participate in the activities that it develops to promote the specialisation in the employment discipline and be in constant contact with legal professionals who perform their work throughout Spain with the capacity to access publications, courses and conferences that entail a complete, constant employment law update.

She is a mediator of the Out-of-Court Employment Conflict Resolution System of Andalusia (SERCLA) and so she is closely connected with the strengthening of collective autonomy stimulating areas of agreement and the search for solutions based on consensus and co-responsibility, contributing to promoting and enriching the collective bargaining process in the current framework of employment relations.

She specialises in employment advice to multinationals, in the design of senior management contracts and the formalisation of ironclad compensation clauses, the completion of employment law and due diligence audits, the negotiation of collective agreements and appearance before the Employment Courts and Tribunals.

She has broad experience in issues relating to redundancies and amendment of working conditions, both individual and collective, production decentralisation and employment consequences of corporate restructuring.

All of this is complemented by her knowledge of languages, particularly English (International Legal English Certificate) and German.

She has been a speaker at several conferences and seminars related to Employment Law, as one of the Firm's objectives is to keep its clients informed of the main legislative and case law developments at all times so that they may make the appropriate decisions with the greatest amount of information possible on the current legal framework, supporting and advising them in the employment aspects of the measures that they intend to adopt in any area (administrative, commercial, criminal, etc.). She is a member of the Distinguished Bar Association of Seville, with licence number 9838. this sector.

She is a member of the Distinguished Bar Association of Seville, with licence number 9949.

Area Lawyer



ESPERANZA ALCARAZ GUERRERO

Lawyer of the Firm's Employment Law Department, with over eighteen (18) years' professional experience.

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EDUCATION

Law Degree, Universidad de Sevilla.

CURRENT PROFESSIONAL EXPERIENCE

Joined MONTERO|ARAMBURU in 2003.

She boasts vast experience in comprehensive advising of companies in employment and Social Security matters, and more specifically in the following aspects:

- Strategic planning of employment relations. Recruitment, remuneration systems and other measures.
- Transfers of companies, work centres or autonomous production units: analysis and advice regarding their employment implications and effects.
- Collective redundancy procedures, temporary redundancy, substantial amendment of working conditions, etc.
- Employment advice in the processes of establishment of foreign companies in Spain, as well as secondment of Spanish workers abroad.

- Completion of audits of employment law aspects and study and solution of contingencies.
- Senior management personnel: design, negotiation and drafting of Senior Management contracts.
- Attendance at judicial proceedings of all types before the Employment Courts.

She specialises in Sports Employment Law, giving advice in employment and Social Security matters to both sporting entities and high-level athletes, all complemented by her knowledge of English.

Broad experience in employment advice to public universities focused on their different modalities of employment relations (administration and services staff, teaching staff and investigative staff, etc.).

She has participated as a speaker in seminars and discussions on different aspects related to Employment and Social Security Law providing the attendees an introduction to those issues with greater relevance in the current situation of the employment market and that is complemented by the comprehensive advice given by the Firm in coordination with all the Departments that comprise it.

She has published several articles on Sports Employment Law in the newspaper "Estadio Deportivo" in relation to latest legal news related to this sector.

She is a member of the Distinguished Bar Association of Seville, with licence number 9949.

Area Lawyer



MARÍA DEL MAR TRONCOSO MENDOZA

Lawyer of the Firm's Employment Law Department, with over eight (8) years' professional experience.

PERSONAL INFORMATION

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EDUCATION

Law Degree, Universidad de Sevilla.

CURRENT PROFESSIONAL EXPERIENCE

Joined MONTERO|ARAMBURU in 2012.

Her professional competences include employment law advice to companies, employees and trade unions, as well as the study and solution of contingencies in redundancy, collective agreement, occupational risk prevention and penalty system matters.

She has vast experience in the management of judicial proceedings of the employment jurisdiction and in employment law advice to multinationals.

She is specialised in Insolvency Employment Law, and her problem-solving capacity, teamwork capacity and high degree of responsibility and availability to engage in the work is noteworthy.

She has attended and spoken at several conferences and seminars on the different legislative amendments in employment matters approved in recent years as well as on different current issues in the employment sphere from the viewpoint of the daily practice applied by all the blocks that comprise the employment market (companies, workers, trade unions, judges and courts, public bodies, etc.). She is a member of the Distinguished Bar Association of Seville, with licence number 12,596.

Area Lawyer



FRANCISCO BARRERA SÁNDEZ

Lawyer of the Firm's Employment Law Department, with over four (4) years' professional experience.

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EDUCATION

Law Degree, Universidad de Sevilla.
Master's in Legal Advice to Companies. IE Cajasol.

CURRENT PROFESSIONAL EXPERIENCE

Joined MONTERO|ARAMBURU in 2015.

His professional competences include advising public and private companies and employees on employment relations and Social Security matters. He has notable experience in the completion of audits and reports on contingencies as well as in advice in employment inspections and the penalty system.

He specialises in advising the public administrations on employment relations as well as in expatriation, impatriation and International Social Security processes, all complemented by his knowledge of English.

He has also acted in in- and out-of-court settlements in several matters and has given legal assistance in court proceedings of the employment and judicial review jurisdiction.

She is a member of the Distinguished Bar Association of Seville, with licence number 14,964.

Area Lawyer



MARTA TORNÉ SUÁREZ

Lawyer, Associate of the Firm's Employment Law Department, with over 3 years' professional experience

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EDUCATION

Law Degree, Universidad de Sevilla.
Master's Degree in Access to Law and Business Law
at the Universidad de Navarra.

CURRENT PROFESSIONAL EXPERIENCE

She joined MONTERO | ARAMBURU in the year 2019.

Within her professional area of expertise she provides advice and assessment to companies on employment, health and safety at work and Social

Security matters, highlighting her experience in collective dismissals and disputes as well as assessment in administrative proceedings on employment or Social Security issues.

She has extensive experience in legal representation, preparation of and legal assistance in conciliation proceedings -out-of-court and in court- judicial proceedings of diverse types within the employment jurisdiction as well as dealing with summonses before Employment Inspections. She also has an advanced level of English.

She belongs to the Madrid Bar Association with Collegiate number 124.393.

Employment Management Dept.



MONTAÑA RIVERO MORENO

Head of the Firm's Employment Management Department, with over twenty (20) years' professional experience. .

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EDUCATION

Law Degree, Universidad de Sevilla.

CURRENT PROFESSIONAL EXPERIENCE

Joined MONTERO|ARAMBURU in 2005.

Her professional competences include Personnel Management and Employment Consulting. She has broad experience in the completion of formalities with the General Treasury of Social Security as well as with the National Institute of Social Security and the Public State Employment Service, taking responsibility for the following aspects, among others:

- Drafting and management of employment contracts in accordance with the models of the Public State Employment Service (monitoring of their expiry and extensions).
- Processing of registrations, de-registrations and changes of registration data.
- Management of fit notes, fitness for work and confirmation reports due to contingencies of common illness and workplace accidents.
- Preparation of payslips and social security documents, as well as printouts of quarterly withholdings and annual summary of withholdings.
- Interpretation and application of Collective Agreements.
All of this is complemented by her vast knowledge of French.

Employment Management Dept.



ESPERANZA MARTÍN CÁCERES

Member of the Firm's Employment Management Department, with over 12 years' professional experience.

PERSONAL INFORMATION

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EDUCATION

Degree in Employment Relations, Universidad de Pablo Olavide, Seville.
Specialism: Social economy – cooperatives

CURRENT PROFESSIONAL EXPERIENCE

Joined MONTERO|ARAMBURU in 2015.
She has vast experience in the processing of registrations and de-registrations of workers in the different Regimes of the Social Security System,

in the preparation and drafting of contracts and payslips, in the processing of workplace accidents and temporary incapacities, as well as in the management of benefits (such as maternity, paternity, retirement, etc.). She carries out all types of processes before the Employment and Social Security Inspectorate and before the different Public Administrations, particularly the preparation and issuance of models 111 and 190 for their presentation before the Tax Agency.

- Preparation of payslips and social security documents, as well as printouts of quarterly withholdings and annual summary of withholdings.

- Interpretation and application of Collective Agreements.

All of this is complemented by her vast knowledge of French.

Employment Management Dept.



ISABEL DE LA ROSA SILVA

Member of the Firm's Employment Management Department, with over 12 years' professional experience.

PERSONAL INFORMATION

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EDUCATION

Degree in Employment Sciences, Universidad de Sevilla.
Degree in Employment Relations, Universidad de Sevilla.

CURRENT PROFESSIONAL EXPERIENCE

Joined MONTERO|ARAMBURU in 2018.

She has vast experience in the processing of registrations and de-registrations of workers in the different Regimes of the Social Security System, in the preparation and drafting of contracts and payslips, sending and receipt of social security documents, in the preparation and issuance of models 111 and 190 for their presentation before the Tax Agency, in the processing of workplace accidents and temporary incapacities, as well as in the management of benefits (such as maternity, paternity, retirement, etc.), performing all types of processes before the Employment and Social Security Inspectorate and the different public administrations. She specialises in the provision of the service of employment management to agricultural enterprises.



GRAN CANARIA AND
TENERIFE
OFFICES

Area Director



ELENA PIQUERAS LÓPEZ

Lawyer and Head of the Employment Area in the Canaries, with over thirteen (13) years' professional experience

PERSONAL INFORMATION

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EDUCATION

Law Degree, Universidad de Granada.

Candidate for the Corps of Social Security Lawyers and Corps of Employment and Social Security Sub-Inspectors.

CURRENT PROFESSIONAL EXPERIENCE

Joined MONTERO|ARAMBURU in 2010.

She specialises in continued employment advice to companies, specifically with respect to those other issues and employment law and Social Security aspects that arise in the development of the normal activity of Canary Islands companies and corporate groups, multinationals established on the Islands in sectors such as those of hotels, time shares, tour operators, meat industry, construction and property development, distribution and logistics, particularly in the following matters:

- Strategic planning of employment relations: recruitment, remuneration systems and other measures.

- Senior Management: design, negotiation and drafting of senior management contracts adapted to the specific features of each case.
- Participation in procedures of non-application of collective agreements, substantial amendment of working conditions, collective redundancies and temporary suspensions of contracts, acting in their negotiation and design.
- Attendance at judicial proceedings of all types before the Employment Courts.
- Participation in operations related to transfer of companies, work centres or autonomous production units: analysis and advice regarding their employment implications and effects. Completion of Due Diligence of employment law aspects.
- Compliance preparation.

She has participated as a speaker in seminars and discussions on different aspects related to Employment and Social Security Law providing the attendees an introduction to those issues with greater relevance in the current situation of the employment market and that is complemented by the comprehensive advice given by the Firm in coordination with all the Departments that comprise it.

She is a member of the Distinguished Bar Association of Santa Cruz de Tenerife, with licence number 4,162.



MONTERO-ARAMBURU IN FIGURES

Figures

45 YEARS OF HISTORY

MONTERO-ARAMBURU is the only multidisciplinary law firm with capital one hundred percent from Andalusia and the Canary Islands. Founded in Seville in 1971, it stands out as being one of the oldest law firms in Andalusia and the Canary Islands with over 45 years' experience as a multidisciplinary firm.

Its head office is in the capital of Andalusia.

6 OFFICES

It currently has six offices: Madrid, Seville, Santa Cruz de Tenerife, Las Palmas de Gran Canaria, Córdoba and Huelva.

13 AREAS OF PRACTICES

We cover practically all of the areas of company law:

- Civil Law
- Sport and Entertainment Practice
- Tax Law
- International Tax Law
- Labour & Employment
- Local Law Practice
- Commercial & Corporate Law
- Criminal Law
- Litigation and Arbitration
- Public Law
- Corporate Restructuring and Insolvency
- Regulated Sectors
- Urban Planning and Environmental Law

COMPOSITION

Over 150 professionals, between lawyers and economists, provide their legal advice services.

There are a total of 225 people working for the firm.



OFFICES

Offices

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