



Bernardo Perez-Navas

Partner

Madrid

**bernardo.perez-
navas@garrigues.com**

Abogado colegiado nº 69736

I. Colegio de la Abogacía de Madrid

Hermosilla, 3

28001 Madrid (Spain)

Tel: +34 91 514 52 00

Fax: +34 91 399 24 08

Labor and Employment

Bernardo Pérez-Navas is an expert in labor and Social Security law. He specializes in legal advice on collective dismissal and collective bargaining processes. He also has valuable experience in the other facets of labor law, highlighting labor advice in national and international corporate transactions, advice on legal proceedings, labor and Social Security advice on complex remuneration systems, advice on managers and on expatriation or international movements of workers. He is a regular speaker at different forums, seminars and higher education programs and collaborates with multiple media. He holds a degree in Law, a degree in Psychology and a Master's degree in Human Resources from the Universidad Pontificia Comillas.

Experience

Partner of the Labor Department since 2012, Senior Associate since 2006, he joined the firm in 2000.

Bernardo specializes in legal advice on collective dismissal and collective bargaining processes, having successfully led the advice in the negotiation of some of the most complex and impactful labor restructuring processes in Spain in recent years.

He also has extensive experience in the other facets of labor law, highlighting labor advice in national and international corporate operations (mergers, spin-offs and contributions of branches of activity, outsourcing processes or outsourcing of services, etc.), defense in legal proceedings, labor and Social Security advice in complex remuneration systems, recruitment of managerial and senior management staff and in matters of expatriation or international movements of workers.

His clients are mainly Spanish and foreign multinational companies from the most diverse sectors: metal industry, food, consulting, technology, banking and finance or luxury sector among others, which allows, without prejudice to a specialization in each of these sectors, a broad vision of the business spectrum.

Languages: English and French.

Academic background

Degree in Law, Universidad Pontificia de Comillas (ICADE).

Associate's Degree in Business Law, Universidad Pontificia Comillas (ICADE).

Degree in Psychology (Industrial Major), Universidad Nacional de Educación a Distancia (UNED).

Master's Degree in Human Resources, Universidad Pontificia de Comillas.

Teaching activity

He is a regular speaker at other specialized legal and business forums (APD, Recoletos, the Foundation for Research and Law and Business – FIDE, Chamber of Commerce).

He collaborates in the Seminars, Masters and Programs of Centro de Estudios Garrigues. He has been professor of the Executive Master's Degree in Labour Relations, the Master's Degree in Labour Legal Advice and the Master's Degree in New Technologies Law at Centro de Estudios Garrigues, as well as at the Instituto de Empresa.

Distinctions

Bernardo has been recognized by different legal directories such as Best Lawyers or International Employment Lawyers

Publications

Bernardo has collaborated in various publications and with different media: radio (Cadena Ser, Radio Nacional), television (RTVE), and specialized and business press (Expansión, ElMundo, Cinco Días or Conflegal, Business Insider, Blog Fide among others).

Some publications in which he has participated are:

Annual writing of the Doing Business, Business Guide in Spain, edited by the Invest in Spain Company.

Getting the Deal through (Executive Compensation & Employee Benefits),

Journal of the Ministry of Employment and Social Security, No. 115, 2015

Employment & Labour Law (International Series) edited by Thomson Reuters

White Paper on measures to support the management of people in the process of internationalization of companies of the Spanish Expatriation Forum (FEEX)

White Book on Teleworking in Spain of the Más Familia Foundation.

Guide to Labor Reform published by Expansión in 2012

He is a member of Garrigues' Editorial Board and co-author of the Garrigues Labor Newsletter.