



Patricia Vicén Quilis

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Labor and Employment

Patricia Vicén is a principal associate in the Labor and Employment Department of Garrigues, in the Zaragoza office, where she develops her professional activity in the practices of labor and social security law.

She has extensive expertise in providing labor law advice to Spanish and multinational companies, among others, in the areas of senior management, social security, expatriate workers, occupational risk prevention, due diligence reviews, equality plans, as well as litigation in the labor, criminal and judicial review jurisdictions.

She also provides recurring advice on labor law aspects deriving from corporate transactions, collective bargaining, collective layoffs, suspensions and reductions in working hours, as well as processes for the modification of working conditions.

Degree in Law and Business Administration, Universidad de Zaragoza and LL.M. in International Transactions, Fordham University, Universidad de Nebrija and Centro de Estudios Garrigues.

Experience

Patricia Vicén is a principal associate in the Labor and Employment Department of Garrigues since 2023, firm she joined in 2010.

In her professional activity she has participated in complex litigation, including:

- Collective conflicts in the areas of dismissal, ERTES, modification of working conditions, interpretations of collective bargaining, etc.
- Litigation related to the protection of fundamental rights (trade union, strike or workplace harassment).
- Litigations in the areas of dismissal, work/life balance, false self-employed, unlawful loaning of workers and occupational accidents.

She provides advice on strategic and complex aspects of labor law and human resources to Spanish and multinational companies in a wide range of sectors, among others, in the areas of senior management, social

security, groups of companies, hiring, expatriate workers, due diligence reviews, equality plans, occupational risk prevention, internal protocols and policies.

She also provides recurring advice on labor law aspects deriving from corporate transactions (mergers, spin-offs, carve-outs, transfers of business lines, outsourcing and insourcing processes, etc.), collective bargaining, collective layoffs, suspension of contracts, as well as processes for the modification of working conditions and other flexibility measures.

Academic background

- LL.M. in International Transactions, Fordham University (USA), Universidad de Nebrija and Centro de Estudios Garrigues.
- Executive Master's Degree in Business Law, Centro de Estudios Garrigues.
- International Legal English Certificate, Cambridge University.
- Degree in Law, Universidad de Zaragoza.
- Degree in Business Administration, Universidad de Zaragoza.

Teaching activity

- Speaker in Labor Law in the Programme of family-owned company of Fundación Ibercaja.

Memberships

- Zaragoza Bar Association.

Publications

- "Derecho laboral y retribución de los administradores sociales", in *Retribución y prestación de servicios de los administradores de sociedades*, Ed. Tirant Lo Blanch (2018).
- She publishes regularly in the Newsletter and Labor Blog of Garrigues.