

MIRALLES

NEWSLETTER 1-2023

Date: June 2023
From: Miralles Abogados
To: Contacts

1. MIRALLES UPDATES

1.1. International Activity

European Employment Lawyers Association (EELA)

Last week, our firm participated in the annual EELA congress in Bucharest, where the 25th anniversary of this association was celebrated.

We had the opportunity to share the latest developments in labor law in Europe with tier 1 firms and speakers in areas such as Global Mobility, Whistleblowing and burnout.

We also had an excellent opportunity, as always, to continue strengthening relationships with the firm's international network, working on existing synergies between Miralles and different European firms.

German Desk:

On the other hand, Miralles recently participated in a working session in Cologne, Germany, with several foreign firms to further develop the firm's international services and activities. News regarding this matter will be shared soon.

In this regard, through the German Desk, we coordinate labor-related matters in Germany (and vice versa in Spain) in collaboration with renowned German Law firms, assuming also communication with the company's management in Germany for certain cases.

1.2. Conference in Madrid with the German Chamber of Commerce for Spain:

On May 25, 2023, Miralles conducted a conference in Madrid, in collaboration with the German Chamber of Commerce for Spain, on the current labor framework and the obligations for companies. As a reminder, last week we sent a Newsletter attaching all the supporting material used in the presentation, including summaries of legislative and jurisprudential updates, which we attach again below.

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2. LEGAL UPDATES

Please find attached a link to the summary of law updates for the years 2022 and 2023 (you can access it by clicking [here](#)).

Furthermore, regarding ongoing regulatory projects, the Ministry of Labor has reached an agreement with unions on the Intern's Statute, but its final approval is uncertain in the current context. Additionally, the draft law transposing the sustainability information directive (CSRD), which includes the right of legal representation of workers to participate in the preparation of sustainability reports, is currently being processed.

We would also like to remind you that the obligations related to the whistleblowing system for companies with more than 249 employees came into effect on June 13, 2023. You can access a summary of the regulation by clicking [here](#).

3. CASE LAW UPDATES:

Please find attached a link to the summary of case law updates for the years 2022 and 2023 (you can access it by clicking [here](#)).

We would like to highlight the recent ruling from the Madrid High Court on April 28, 2023, regarding the obligation, to conduct a contradictory procedure in any disciplinary dismissal allowing the employee the right to be heard before being dismissed (even if not provided for in the Collective Agreement). This ruling keeps the debate on this issue open.

We remain at your disposal for any questions or queries.

Best regards,