



## Elvira Martinez

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**Elvira Martinez** has experience in pre and post-acquisition restructurings and a valuable expertise in the labour aspects of M&A transactions.

Elvira Martinez advises French and foreign companies when they first implement and on a daily basis on all HR, employment and social coverage issues : registration of foreign firms, choice of the national collective bargaining agreement applicable, drafting of employment contracts, defining remuneration packages.

Elvira Martinez also provides day to day legal advice on HR issues: disciplinary procedures, restrictive covenants, discrimination issues or suffering at work, implementation of collective redundancy procedures, social security reassessment, dispute relating to occupational sickness/injuries.

Elvira Martinez advises companies in the implementation of their mobility policy: secondment and expatriation (formalities, international social coverage, secondment package and terms).

Elvira Martinez has worked in London for two years in the International Mobility Department of Towers Perrin and as a lawyer for the national trade Union of Airlines' pilots for three years.

Prior to joining FTPA, Elvira Martinez exercised within employment law departments of Linklaters and Alliance, Norton Rose, Landwell and lately Reinhart Marville Torre law firms.

Elvira Martinez is registered with the Paris Bar since 1996. She holds a Postgraduate Degree in Business Law (D.E.A droit des affaires de Paris X).