

PRACTICES

Labor and Employment

We go beyond the traditional practice of labor and employment law to provide creative and innovative solutions that take an intelligent and integrated approach to representing businesses in individual and collective disputes.

Adopting the most advanced Labor and Employment Law practices, our specialized team is on top of the constant changes in employment legislation and case law. We support businesses with strategic legal advice on the full range of labor and employment issues, in addition to designing and conducting training sessions and seminars on a variety of topics.

Our experience in labor and employment law is known in the market: Litigation prevention, negotiation of collective agreements, drafting of agreements, negotiations with executives, and representation of clients in actions brought by individuals and unions, along with our advisory work on human resources issues. We look for solutions that address the various aspects of problems entrusted to us, working with BMA's other practice areas to provide complete, efficient and personalized responses.

We offer quick and dynamic services that help clients resolve both routine and strategic matters, providing support to legal and HR departments.

With our country-wide network, in addition to our office in Brasília (which give us a greater presence in Brazil's highest courts), we are especially active in the manufacturing, commercial and media sectors.

We believe our dedication sets us apart from other firms, not just for our ability to find innovative and strategic solutions, but for the close and dynamic relationship we establish with our clients.

Strategy, efficiency and experience in the courts. We represent clients in strategic employment disputes, both individual and collective. Our specialists stand out for their ability to defend companies' interests in highly complex individual and collective actions that have significant repercussions for our clients, and in proceedings brought by administrative labor authorities and the Public Labor Prosecution Service. We have consolidated experience in negotiating out-of-court settlements and in mediation procedures to avoid litigation.

Investigation. We work in close partnership with our Compliance, Investigations and Regulatory Enforcement area, gaining efficiency and effectiveness not only in investigative procedures, but also in analysis of evidence and decision-making at the end of investigations involving employees and executives. The two practice areas also work together to provide support in crisis management and prevention.

Legal advice that takes into account transformations in labor relations. Our specialist team keeps up with the latest changes in the law and the workplace in order to provide meaningful, practical advice on contemporary employment issues.

Inclusion, diversity, and ethical conduct. We organize training sessions and seminars for companies looking to adopt best practices on sensitive issues like moral and sexual harassment and discrimination at the workplace, and provide support in reviewing and implementing codes of ethical conduct.

Post-privatization employment matters. Strategic advice for state-owned and mixed-economy companies, on matters ranging from voluntary separation programs, review of internal policies, and harmonization of employment practices, to labor union issues, collective agreements, hiring and firing, and competitive selection processes.

› PROFESSIONALS

Professionals who combine legal insight and market perspective



Cibelle Linero



Fernanda Nasciutti



Ana Luisa Dantas



José Luiz Cardoso



Julia Soave Garcia



Larissa Medeiros Rocha



Matheus Henrique Silva Xavier

Recognition

Top Ranked Firm - Labour & Employment Chambers Brazil	Top Tier Firm - Labour & Employment Legal 500	Recognized Firm - Labour Latin Lawyer 250	Recognized in Employment Law Análise Advocacia
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