

JAVIER JOSÉ VALLARINO
Partner



Date of Birth: July 8th, 1970

Nacionality: Panamanian.

Academic Background: Bachelor's Degree in Law and Political Science, Universidad Santa María la Antigua, Panama, (1997). Thesis: "Amendments to the Individual Labor Right Introduced by Law 44 of August 12, 1995".

Postgraduate studies in Labor Law, University Santa Maria la Antigua Panama, (1998).

License Certificate 1977

Experience: **ICAZA, GONZÁLEZ-RUIZ & ALEMÁN**
Partner since January 2019
Associate (2008 – 2018)

Chamber of Commerce, Industries and Agriculture of Panama
Legal advisor in Labor Law since 2009.
Minimum Wage Commission, Alternate Commissioner, (2013).
Special Commission for the Bargaining table regarding Law 30,
Main member, (2010).

Grupo Melo
Director of Labor Relations Department
(1997 – 2002 / 2004 - 2008).

Rivera, Bolívar y Castañedas
Labor Lawyer (1993 - 1997 / 2002 – 2004).

Rosas y Rosas
Legal Assistant (1993).
Central Industrial Chiricana
Sales Supervisor (1990 – 1992).

Administración de Seguros, S.A. (ASSA)
Assistant to the Risk Department (1990).

Areas of Practice: Labor Law: Advisor on labor issues, queries, procedures, conciliation, negotiations, claims and labor litigation.

Memberships:

Panama Bar Association; Panamanian Academy of Labor Law and National Association of Human Resources Professionals of Panama.

Publications:

“Merger of Corporations”. Economic Bulletin of the Chamber of Commerce, Industry and Agriculture of Panama, Third Quarter, 1994.

“Amendments to the Labor Code”. Special Bulletin (Report) of Rivera, Bolívar y Castañedas. August, 1995.

“Amendments to the Individual Right to Work Introduced by Law 44 of August 12th, 1995”. Graduation project. January, 1997.

“The Labor Mobility in the Panamanian Legislation”. Special Bulletin (Report) of Rivera, Bolívar y Castañedas. June 1997.

“Globalization of the Economy: Its Impact in the Employment, Union Activity and Bargaining Process”. Special Bulletin (Report) of Rivera, Bolívar y Castañedas. December, 1998.

“Considerations Regarding the Possible Increase of Minimum Wage: The Reality of an Inconvenient Decision”. (E-MAGAZINE) “Legislación y Economía” of Rivera, Bolívar y Castañedas. August, 2002.

“Trusted Worker”, monograph included in the literary work “Contratos y Regímenes Laborales Especiales” compiled by Professor Ricardo Lachman. October, 2002.

“Disciplinary Measures: Concept, Characteristics and Limits Set forth on the Labor Code”. Magazine “Enlace” of the Chamber of Commerce, Industry and Agriculture of Panama. December, 2003.

“Recent Legislative Amendments, and their Impact in the Concept of Wage”. Magazine “Recurso Humano Positivo”. May, 2006.

“Contributions to the Social Security Institution: The Conflict of the Thirteenth Month vs. Representation Expenses”. Monograph included in the literary work “Revista Jurídica Panameña” compiled by Panama Association of Financial and Tax Law. January, 2009.

Languages:

Spanish and English.