



Santiago Madalena

Lawyer – Partner

Office

Montevideo

Tel

(598) 2 902 1515 Ext. 342

Email

santiago.madalena@guyer.com.uy

Linkedin

linkedin.com/in/santiago-madalena-15467b36

Experience

Santiago Madalena is a Partner at Guyer & Regules and a member of the firm's Labor & Employment and Litigation practices.

He advises domestic and multinational companies on individual and collective labor relations, regularly handling complex matters involving corporate restructurings, collective bargaining, labor disputes, outsourcing arrangements, compensation and benefits structures, internal investigations, regulatory compliance, social security matters and labor due diligence in M&A transactions.

He has extensive experience advising employers on strategic labor matters and managing individual and collective labor litigation, as well as representing companies before the Ministry of Labor and Social Security, Wage Councils and other administrative authorities.

His practice includes the ongoing representation of leading companies across a broad range of industries, including technology, financial services, consumer goods, industrial, energy and professional services sectors.

He graduated from the University of the Republic (2009) and holds a Master's Degree in Corporate Law from the University of Montevideo (2020).

He is currently a lecturer in the Labor Relations Program at the Catholic University of Uruguay, a postgraduate professor at the same university and a lecturer in undergraduate and postgraduate Labor Law courses at the University of Montevideo Law School.

He has been recognized by Chambers and Partners and The Legal 500 among Uruguay's leading labor and employment lawyers.

He is regularly consulted by national media regarding labor and social security developments.

Representative Matters

- His experience includes advising multinational corporations and local business groups on labor and social security matters, including M&A transactions, complex collective bargaining processes, high-profile labor disputes, corporate reorganizations and significant labor litigation.
- Representative matters include:
 - Serving as employer representative in Wage Councils for the banking services, insurance, credit card, meat processing and airport sectors.
 - Leading the labor and employment aspects of multiple M&A transactions, including TransNetwork's acquisition of Inswitch, the sales of Moove-it and December Labs to Recognize, Cualit to The Sandbox and BacklotCars to KAR Global, among others.
 - Leading the labor aspects of corporate restructurings involving companies such as Eurofarma, Oracle, Gol Linhas Aéreas, Tenaris and Fenedur.
 - Advising China Machinery Engineering Corporation (CMEC) on labor matters related to the Northern Electrical Ring Project, one of Uruguay's largest infrastructure projects, involving proceedings before labor authorities, individual claims and negotiations with the construction workers' union.
- Leading the multidisciplinary consultancy commissioned by the National Milk Institute (INALE) to analyze labor relations across Uruguay's dairy industry, coordinating a team of economists, sociologists and labor relations specialists and presenting conclusions to government, business and union representatives.
- Leading the legal aspects of a consultancy commissioned by the National Academy of Economics regarding proposed reforms to Uruguayan labor legislation, including working time, annual leave, collective bargaining and youth employment, and presenting conclusions to national authorities and political leaders.
- Representing GNLS in more than 100 labor claims involving approximately USD 3 million, successfully concluding all cases without liability for the company.
- Leading the labor and employment advice provided to national and multinational companies including Grupo Minerva, BBVA, Oracle, Sodimac, Techint and Mapfre, among others.

Academic and Professional Activities

Santiago regularly participates in academic and professional activities related to Labor and Employment Law and Industrial Relations and is a frequent speaker on labor law developments, collective bargaining, labor litigation and workforce management.

Conferences

He has spoken at conferences, seminars and professional events organized by institutions including the Uruguayan Bar Association, Forbes Summit, the Uruguayan Human Resources Association (AGH), the Inter-American Federation of Human Resources Associations (FIDAGH), the Uruguayan Labor and Social Security Law Association, the Uruguayan Industrial Relations Association, the International Organization of Human Capital Executives (DCH), Universidad CLAEH, Legaltech Summit and other academic and professional organizations.

He has also served as speaker at the Uruguayan Labor and Social Security Law Conferences.

Publications

He is co-author of the book Labor Law – Jurisprudential Rules (La Ley, Montevideo, 2018).

He has published numerous articles on labor and employment law and social security matters, addressing topics such as labor relations, collective bargaining, labor litigation, social security, new technologies and regulatory developments.

His most recent publications include:

- New Resolution on Salary Adjustments in Foreign Currency (CADE, 2024).
- Labor, Tax and Social Security Aspects of Engaging Independent Professional Service Providers (Labor Law Review, April–June 2023, co-author).
- The Impact of Employer Criminal Liability Law No.19,196 on Occupational Health and Safety Compliance and Workplace Accidents (Labor Law Review, January–March 2022, co-author).
- Labor and Employment Aspects of Cryptocurrencies (Labor Law Review, July–September 2021, co-author).
- Holidays: Practical Considerations (Labor Law Review, October–December 2020, co-author).
- Set-Off of Labor Credits (Labor Law Review, July–September 2019, co-author).

Professional experience abroad

Littler Mendelson P.C. (Washington D.C.), 2018

Languages

Spanish, English and Portuguese