



## Ítalo Raymondo

Lawyer - Associate

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## Experience

Italo is a lawyer and primarily works in the Labor and Litigation Department. He has experience in providing labor advice to both national and multinational companies on issues such as employment contracts, dismissals and departures, working hours, and general obligations.

His practice focuses on labor litigation before judicial bodies, continuous business advice, and labor audits in mergers and acquisitions. Additionally, he has worked on Administrative Law issues with the Social Security Bank and collective bargaining in the private sector, as well as before DINATRA.

He graduated from the University of the Republic (2020), holds a Postgraduate degree in Applied Labor Law from the University of Montevideo (2023), and is currently pursuing a Diploma in Human Resources Specialization at ORT University.

He collaborates with the Labor and Social Security Law II chair (Law degree) and the Safety, Health, and Prevention Chair (Labor Relations degree) at the Faculty of Law of the University of the Republic, and is an Aspiring Teacher in the Labor Law Chair at the University of Montevideo.

## Work Highlights

- Provides continuous advice on labor matters, collective bargaining, and social security to major national companies such as Compañía Salus, Tata Consultancy Services, and Oracle.
- Successfully provided legal representation to Citibank NA in labor claims by financial advisors.
- Participated in the labor aspects of audits for companies like Softys Uruguay, Bimbo, and Crufi.

## Publications

He has published several articles, the most recent being:

Obligation to work and configuration of on-call time, La Ley Uruguay, Thomson Reuters.

The right to information in outsourcing scenarios: how to change joint liability to subsidiary liability?, XXXIV Uruguayan Conference on Labor and Social Security Law (co-author: Javier Galperin).

Brief visit to two novel collective norms. Law No. 20.127 and Law No. 20.145, CADE, Doctrine & Jurisprudence, Volume LXVII (co-author: Leonardo Slinger).

New collective norms and the tenth round of wage councils, AUDEA - Revista Más Seguros, Year 9, No. 26, August 2023.

New telework regime for Free Zones, La Ley Uruguay, Thomson Reuters (co-author: Daniela Risso).

Primacy of reality: an ambivalent principle, La Ley Uruguay, Thomson Reuters (co-author: Santiago Garelli).

## Languages

Spanish, English