



## Santiago Madalena

Lawyer – Partner

### Office

Montevideo

### Tel

(598) 2 902 1515 Ext. 342

### Email

[santiago.madalena@guyer.com.uy](mailto:santiago.madalena@guyer.com.uy)

### Linkedin

[linkedin.com/in/santiago-madalena-15467b36](https://www.linkedin.com/in/santiago-madalena-15467b36)

## Experience

Santiago Madalena, lawyer, works mainly in the Labor and Litigation departments. His practice focuses on labor and social security advice for national and foreign companies. This includes labor audits in acquisitions and mergers, collective negotiations and in the Council of Salaries, negotiations on subcontracting matters, hiring of employees and wage policies, advice on specific benefits of different activity sectors, among other aspects. Additionally, he represents companies in contentious matters before judicial bodies, collective conflicts, and the Ministry of Labor and Social Security.

A graduate of the University of the Republic (2009), he is currently a Professor in the Labor Relations Degree at the Business School of the Catholic University of Uruguay and a postgraduate professor in the same university. He also teaches Labor Law I and II at the Law School of the University of Montevideo. He holds a Master's degree in Corporate Law from the University of Montevideo (2020).

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## Work highlights

- He led the labor aspects of multiple technology M&A deals, such as Moove-it and December Labs (Recognize), Cualit (The Sandbox), Backlot Cars (Kar Global), among others.
- He acts as a representative of the employer sector in the Council of Salaries of the financial sector.
- He advised Mexican bottling company Coca-Cola Femsa acquisition of the Uruguayan subsidiary of The Coca-Cola Company regarding labor matters, playing a key role in the due diligence process considering that employment aspects were critical to the acquisition.
- He represented GNLS in more than 100 claims representing approximately USD 3,000,000 being the last cases resolved in 2018 without any liability to GNLS.

## Conferences

- He has participated as speaker in the Jornadas de Derecho del Trabajo y de la Seguridad Social.
- He has been speaker in conferences for attorneys and HR professionals at the Colegio de Abogados del Uruguay (Uruguayan Bar Association), Asociación de Profesionales Uruguayos de Gestión Humana, CADE, among others.

## Publications

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

He has published several articles, with the most recent ones including:

- New Resolution on Salary Adjustments in Foreign Currency, CADE, 2024.
- Labor, Tax, and Social Security Aspects in the Hiring of Professional Service Providers, Revista Derecho del Trabajo, April - June 2023, La Ley (co-author).
- Impact of the Employer's Criminal Liability Law (Law No. 19.196) on Compliance with SYSO Regulations and Workplace Accidents", Revista Derecho del Trabajo, January – March 2022, La Ley 2022 (co-author).
- Labor Aspects of Cryptocurrencies, Revista Derecho del Trabajo, July - September 2021, La Ley (co-author).
- Holidays: Analysis of Practical Aspects, Revista Derecho del Trabajo, October – December 2020, La Ley (co-author).
- Offsetting of labor credits – to be published in the Revista Derecho del Trabajo July/September 2019 (paper) (coauthor).

## **Publications**

- Non-salary benefits - Revista Derecho del Trabajo July/September 2018.
- Embassies. Procedural and substantial aspects. Revista Derecho del Trabajo July/September 2017 (coauthor).
- Analysis of the 2016 Council of Wages for Trade and Services. Revista Derecho del Trabajo April/June 2017 (coauthor).
- Special severance due to illness and grounds for exoneration. Suspension of dismissal effects. Revista de Derecho del Trabajo N° 12. July - September 2016.
- Considerations about Stock Options and social security contributions. Revista de Derecho del Trabajo N° 10. January – March 2016.
- Relevant standards for labor matters included in the Budget Law N° 19.355 (coauthor) - Revista Tribuna del Abogado N° 196. January – February 2016.
- Withholding of Personal Income Tax and Social Security Contributions when paying conviction judgments in labor lawsuits (coauthor) - Consultor Tributario N° 8. August 2015.

## **Professional experience abroad**

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

## **Languages**

Spanish, English and Portuguese