

JAVIER J. VALLARINO

Associate



Birth Date: July 8th, 1970

Nationality: Panamanian

Academic Instruction: 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 María la Antigua Panamá, (1998).

License Certificate: 1997

Experience: **ICAZA, GONZÁLEZ-RUIZ & ALEMAN**
Associate, since 2008. -

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

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).



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.

Memberships:

Panama Bar Association; Panamanian Academy of Labor Law.

Language:

Spanish.