

The Legal 500 Europe, Middle East & Africa

2023

The clients' guide to law firms

ICHINO BRUGNATELLI E ASSOCIATI

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- EMPLOYMENT: TIER 3



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THE FIRM

A boutique firm boasting long tradition, based on a commitment to render high quality legal assistance. Its lawyers have practiced litigation broadly for many years, even before the National Highest Courts and the European Court of Justice. Thanks to their experience in all main industry sectors, they provide sound practical and legal advice on a full spectrum of issues, bargaining practices, unions and social security matters (also including different types of pension funds), as well as legal services for all employment- related disputes. The main practice areas are employment law, labour law, social security law, privacy and data protection, commercial law, criminal law, administrative law. Advice is provided to company clients on extraordinary corporate transactions, with a particular focus on labour law issues relating to mergers and acquisitions, restructuring and reorganisations, redundancies and downsizing.

Representations include cases and actions in Courts regarding either individual or collective contract termination, wrongful termination, claims for higher positions, claims for damages for harassment, demotion, or unsuitable work, and social security issues.

In addition, the firm comprises litigators and advisors in other practice areas than employment-related, who handle a number of disputes and matters, e.g.: landlord/tenant; construction; real estate; products liability; personal injury; infringement of privacy rights; liability arising from contracts and agreements; non-contractual liability.

MEMBERSHIPS

International Law Office (ILO)

EELA (European Employment Lawyer Association)

AGI (Italian Employment Lawyers Association); ABA (American Bar Association); IBA (International Bar Association)



**LANGUAGES
SPOKEN**

Italian
French
English (fluent)
Spanish

MAIN CONTACTS

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Avv Evangelista Basile

WORK DEPARTMENT

Labour Law.

POSITION

Partner in Studio Legale Ichino Brugnattelli e Associati. Evangelista provides legal advice and representation both at court and out of court, in the field of labour and trade union law.

CAREER

Evangelista has been a Partner in Studio Legale Ichino Brugnattelli e Associati since the end of 2001, soon after completing the European Master in Labour Studies. Earlier that year he was in charge of training the Judges of the Conseils de Prud'hommes in Toulouse with CFDT (Confédération française démocratique du travail). Despite starting his career with a law firm specializing in civil law disputes, his activity now focuses on consultancy and litigation in the field of labour and trade union law mainly, and only to a lesser degree in the field of civil law.

LANGUAGES

Italian, Spanish, English.

MEMBERSHIPS

Barrister since 2004. Professional Affiliations: teacher of professional training with AIDP (namely, Associazione Italiana per la Direzione del Personale, i.e. Italian Association of HR Managers), and ANCL (namely, Associazione Nazionale dei Consulenti del Lavoro, i.e. Country-wide Italian Association of Employment Counsels); teacher of post-graduation courses and seminars organized by Euroconference.

EDUCATION

Università degli Studi di Pisa (J.D. awarded with First Class Honours in 2000).



Avv Francesco Brugnatelli

WORK DEPARTMENT

Business Law

POSITION

Partner

CAREER

Francesco concentrates his practice in commercial and corporate law issues and, to a lesser extent, on labour and social security law.

He provides advice and assistance to banks (e.g. in the areas of financing, international guarantees, leasing, corporate restructuring procedures, administrative fines), to managers, directors, statutory auditors, and companies in corporate matters, as well as to individuals, in the areas of privacy, health and the related forms of liability, and property rights).

In recent years he has developed an extensive network of relationships in Italy and China, advising Italian companies in their internationalization processes and assisting Chinese clients, including individuals, with the acquisition of assets – corporate and real estate – in Italy, as well as with the subsequent management thereof: governance, employment and distribution contracts, restructuring, residence permits for qualified workers and executives

LANGUAGES

Italian, French, Chinese, English

MEMBERSHIPS

Barrister since 2004.

Professional Affiliations: Bankruptcy Section of the Court of Milan (in Italian acronymized as “SISCO”).

EDUCATION

Università degli Studi di Milano (J.D. awarded with First Class Honours in 2001, specializing in Labour Law).



Avv Guglielmo Burragato

WORK DEPARTMENT

Labour Law.

POSITION

Guglielmo Burragato has been a Partner in Studio Legale Ichino Brugnattelli e Associati since 1998. Guglielmo mainly engages in labour law practice, also including social security legislation and its application, as well as advising on contractual, insurance, and different regulatory matters.

CAREER

Guglielmo represents Italian and foreign clients in mediation, arbitration, and litigation, comprising individual and class actions. He handles a wide range of interests – such as banks, insurance companies, manufacturing and service companies – and dispute resolutions involving different areas of business law, civil law, and bankruptcy regulations. Guglielmo had already gained extensive experience in his previous position in Filippo Menichino's Law Firm, specializing in labour and social security law, and as a researcher for several years in the Department of Labour Law of Milan's University.

LANGUAGES

Italian, English.

MEMBERSHIPS

Barrister since 1992, admitted to practice before Italy's highest court. Professional Affiliations: Lecturer at seminars and workshops on employment law matters on a regular basis.

EDUCATION

Università degli Studi di Milano (J.D., 1988).



Avv Francesca Bussotti

WORK DEPARTMENT

Employment and Labour Law

POSITION

Associate Lawyer

CAREER

Francesca joined Ichino Brugnattelli Law Firm in 2014, already a ten-year-experienced litigator thanks to her previous experience with LabLaw, a law firm specializing exclusively in labour law, and, before, at the chamber of Mr. Federico Squassi, attorney-at-law.

Her practice is mainly focused on issues concerning employment relationships, contracts of agency and distribution, and she provides assistance to client companies by drafting and handling the relative documents, consulting the clients in cases of individual dismissals, and representing them in the event of litigation .

LANGUAGES

Italian, French

MEMBERSHIPS

Barrister since 1998

EDUCATION

Università degli Studi di Milano (J.D. in 1994)



Avv Margherita Covi

WORK DEPARTMENT

Employment Law.

POSITION

Partner of the Firm. Margherita mainly engages with labour law with a special focus on employment and social security issues.

CAREER

Margherita joined Studio Legale Ichino Brugnattelli e Associati in 1996, after graduating with honours from Università degli Studi di Milano, where she subsequently worked as researcher and lecturer in the Labour Law Institute. She represents at Court leading domestic and foreign banks, as well as other companies in the tertiary sector and in the aeronautics industry. Margherita also serves counsel on either contentious or non-contentious issues.

LANGUAGES

Italian, English.

MEMBERSHIPS

Barrister since 1999. Professional Affiliations: Member of AGI, Associazione Giuslavoristi Italiani (i.e. the Italian Employment Lawyers Association).

EDUCATION

Università degli Studi di Milano (J.D. awarded with First Class Honours in 1995).



Avv Luca Daffra

WORK DEPARTMENT

Employment, Labour, and Social Security Law Department

POSITION

Partner at Ichino Brugnattelli e Associati, which he joined in 2006. Luca has acquired a strong expertise in employment law and labour law, social security issues and privacy-related matters through several and significant professional experiences in leading Law firms both national and international.

Luca provides both judicial and non-judicial assistance to clients. As legal adviser, he has taken part in extraordinary corporate transactions, focusing on Labour Law issues related to mergers and acquisitions, restructuring and reorganisations, and redundancies and downsizing

A number of companies have been recently assisted by him with the implementation of the necessary measures to comply with General Data Protection Regulation (GDPR).

CAREER

Luca had previously practiced employment law with other two leading law firms, internationally renown, for four years.

LANGUAGES

Italian native-speaker, fluent in English.

MEMBERSHIPS

Admitted to the bar since 2006. He is member of Italian Labour Lawyer Association (AGI) and of International Bar Association (IBA).

EDUCATION

J.D. awarded with First Class Honours in 2001 by Università degli Studi dell'Insubria.

Avv Piergiovanni Mandruzzato

WORK DEPARTMENT

Employment and Labour Law

POSITION

Partner

CAREER

Partner of Ichino Brugnattelli Law Firm, which he joined in 2014. Prior to this, Piergiovanni worked for some years in the law firm LABLAW, specializing exclusively in employment law and trade union law, and before that, he held the position of Senior Counsel at Allen & Overy, in charge of the department Italian Labour Law. At the beginning of his career he collaborated with some other law firms in Milan (Paolo Andreotti, and Gianni, Origoni & Partners).

He has gained extensive experience in Court in the areas of labor law and social security law, representing and defending clients, both Italian and multinational companies operating in Italy, in disputes before the judicial authorities at all levels.

His experience is focused on employment law and social security law, in relation to labour law issues connected to business transfer, restructuring / reorganizations and the consequent issues of staff reduction, the management of disputes and conflicts, whether collective or individual.

He regularly advises company clients on every aspects of the employment relationships, including terminations and the obligations of non-competition following thereto, and also relative to the establishment, execution and termination of agency relationships.

LANGUAGES

Italian, English

MEMBERSHIPS

Barrister since 1999, admitted to practice before Italy's Highest Court in 2011.

Professional Affiliations: Member of AGI, Associazione Giuslavoristi Italiani (i.e. the Italian Employment Lawyers Association), American bar Association (ABA), International Bar association (IBA), and European Employment Lawyers Association (EELA) .

EDUCATION

Università di Bologna (J.D. awarded in 1991)



Avv Franco Tofacchi

WORK DEPARTMENT

Employment Law.

POSITION

Franco Tofacchi has been a Partner in Studio Legale Ichino Brugnattelli e Associati since 2008. He focuses his practice on employment and labour law issues related to mergers and acquisitions, restructuring and reorganisations, class actions, injuries at work. He assists and provides legal advice to domestic and international clients, operating – among others – in the telecommunication, automotive, luxury industries, with particular reference to employers' disciplinary power, labour-related matters, social security benefits, civil liability of the employer.

Chairman of several Conventions held by Industry Associations on business and legal matters, as well as speaker in various seminars, and author of various essays and articles about labour law as well as issues concerning trade unions, such as disciplinary cases, trade union rights, personnel's exposure to toxic substances, such as asbestos, employer's civil liability, in "Rivista italiana di diritto del lavoro", "Massimario della giurisprudenza del lavoro", "Guida alle paghe", "Diritto e Pratica del lavoro", and other law reviews and digests.

CAREER

He became Partner of the Firm two years after joining from another primary law firm in Italy. In that firm he had reached the position of Senior Lawyer of the Labour Law Department.

Prior to this, Franco had worked with other renown lawyers also associated with international consulting firms, where he was named Partner and Head of the Labour Law Department of their Milan Office.

LANGUAGES

Italian, English.

MEMBERSHIPS

Barrister since 1995, admitted to practice before Italy's Highest Court in 2009.

Professional Affiliations: Member of AGI, Associazione Giuslavoristi Italiani (i.e. the Italian Employment Lawyers Association) since it was established, in 2002.

EDUCATION

Franco's legal education includes J.D. awarded with First Class Honours in 1991 by Università degli Studi di Milano. Scholar at Università degli Studi di Milano, Labour Law Institute, from 1991 to 2003.