SQUIRE PATTON BOGGS

Ignacio Regojo

Partner

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Languages spoken
English | French | Russian | Spanish



About Ignacio

According to the *Chambers Europe* guide, clients describe Ignacio Regojo as "responsive, approachable and pragmatic: rather than quoting volumes on the latest legislation, he pulls out the detail and gets the job done."

Ignacio Regojo is a partner based in our Madrid office. He counsels and advocates on all aspects of labor and employment law, immigration, Social Security, health and safety matters.

Ignacio's practice has extended to other areas of law as his relationship with long-standing clients has evolved into a trusted advisor in many other areas of business law, including advising on relevant issues at general counsel and board level. His corporate and litigation experience, coupled with his tax and real estate background, allows him to understand global client issues, which he scopes to find the appropriate resources and solutions for clients.

Ignacio's expertise focuses on contractual issues and senior executive relations including non-compete and confidentiality covenants; severance and termination agreements; constitutional fundamental rights; discrimination, retaliation, employee privacy and employer monitoring; and geographical and functional mobility. He also advises clients with an international perspective on employment policies and procedures and provides direct support for a full range of corporate matters including mass layoffs and reorganizations, TUPE, mergers and acquisitions, data protection and immigration issues.

Additionally, Ignacio has extensive experience with collective bargaining agreements, worker representation election processes and union issues, grievance and arbitration procedures and strike activities. He is an experienced advocate on labor, social security and health and safety matters in Spanish labor courts and tribunals including the Spanish Supreme Court and the Spanish Constitutional Court.

Ignacio has been described by Chambers and Partners as "a meticulous, knowledgeable and business-oriented lawyer." He is a member of the European Employment Lawyers Association (EELA), the Spanish Employment Lawyers Forum (FORELAB) and the National Employment Lawyers Association (ASNALA).

Experience

- Successfully defending the interest of a global telecommunications company in a multimillion-dollar trial case before the National Employment Court in connection with the client's decision not to pay a bonus. The case decision affected 485 employees in Spain, two of the largest Spanish unions and a number of workers' representatives and works councils.
- Negotiating and drafting the collective wage agreement for an international US-based retail store in Spain.
- Advising one of the world's leading commercial property and real estate services' advisers and a chemical manufacturing company regarding TUPE issues.
- Assisting a wholesale international trader in modifying its staff handbook to comply with Spanish employment regulations.
- Advising several British Premier League football clubs and European and American employers regarding citizenship and immigration issues.
- Advising clients on transfers of undertakings, redundancies and collective dismissals.
- Representing clients in unfair dismissal claims and litigating damages in connection with discrimination issues.
- Advising clients on transfers of undertakings, redundancies and collective dismissals.
- Advising international clients on termination of a number of senior managers and directors and post-contractual covenants.

Credentials

Education

- Universidad Pontificia de Comillas (ICADE), Law Degree
- Universidad Pontificia de Comillas (ICADE), B.B.A.

Admissions

- Madrid, 1992

Courts

- Spain

Recognitions

Recognised in *Chambers Europe* for Spain since 2009 – Employment: Highly Regarded.

Recognised in *Legal 500 EMEA* for Spain - Employment since 2009.

Highly Recommended by Leaders League 2023: Labor & Employment – Advisory.

Winner of *Iberian Lawyer* 2023 Lawyer of the Year: Social Security.

Winner of *Iberian Lawyer* 2025 Lawyer of the Year Industrial & Trade Union Relations

Recommended by *Who's Who Legal (WWL)* – Global Guide Labour & Employment & Benefits since 2014.

Best Lawyers Spain recognition since 2015.

Expertise

Services

- Labor & Employment
- Business Immigration

Industries

- Advertising, Media & Brands
- Aviation
- Hospitality & Leisure
- Retail

About our firm

One of the world's strongest integrated law firms, providing insight at the point where law, business and government meet. We deliver commercially focused business solutions by combining our legal, lobbying and political capabilities and invaluable connections on the ground to a diverse mix of clients, from long-established leading corporations to emerging businesses, startup visionaries and sovereign nations. More than 1,500 lawyers in over 40 offices across four continents provide unrivaled access to expertise.