

## Sonia Cortés

Partner

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### Overview

Sonia Cortés is an experienced employment lawyer with particular experience advising on and addressing senior executive and boardroom disputes, recruitment practices, terms and conditions of employment, discrimination and harassment, termination of contracts and dismissals, the enforcement of post-termination obligations, transfer of undertakings on acquisition and disposal of businesses, restructuring projects and redundancies.

Sonia has close to 20 years of experience in managing large projects which are often of an international nature and encompass complex and highly sensitive business issues. She regularly provides strategic advice on restructuring situations.

Sonia advises on employment issues with a business-oriented approach and is noted for finding solutions to complex issues, often for multinational companies. With a history of acting for manufacturers and retailers, as well as companies in the IT, chemical and metal sectors, she is accomplished at providing commercial and pragmatic advice.

Sonia is recognized for her work in the field of Spanish Employment and Labour Law by leading international legal guides, including *Chambers Europe*, *Expert Guides*, *Who's Who Legal* and *Best Lawyers in Employment*.

### Recognition

- Recommended, Labour & Employment, *Who's Who Legal*, 2024

### Education

Law Degree, University of Barcelona Faculty of Law, 1988  
M.B.A., International Business School of Madrid, 1997

### Bar Admissions

Spain

## Languages

English

French

Spanish

## Publications & Press

### **2024 Summer Olympics Series: Spain**

*Littler Insight*

July 29, 2024

### **The Global Guide Quarterly (Quarter 2, 2024)**

*Littler Global Guide Quarterly*

July 24, 2024

### **Littler Global Guide - Spain - Q1 2024**

*Littler Global Guide Quarterly*

April 17, 2024

### **Littler Attorneys Named in 2024 Best Lawyers™ for Colombia, Portugal, Puerto Rico and Spain**

*Littler Press Release*

November 16, 2023

### **Littler Global Guide - Spain - Q2 2023**

*Littler Global Guide Quarterly*

July 21, 2023

### **Littler Global Guide - Spain - Q1 2023**

*Littler Global Guide Quarterly*

April 12, 2023

### **Littler Global Guide - Spain - Q4 2022**

*Littler Global Guide Quarterly*

January 26, 2023

### **Littler World Cup Matchups Part 4: Drug and Alcohol Testing**

*Littler Insight*

November 23, 2022

**Littler World Cup Matchups Part 3: Workplace Safety**

*Littler Insight*

November 21, 2022

**Littler World Cup Matchups Part 1: Paid Vacation and Annual Leave**

*Littler Insight*

November 17, 2022

**Littler Global Guide - Spain - Q3 2022**

*Littler Global Guide Quarterly*

October 25, 2022

**Littler Global Guide - Spain - Q2 2022**

*Littler Global Guide Quarterly*

July 18, 2022

**Littler Global Guide - Spain - Q1 2022**

*Littler Global Guide Quarterly*

April 18, 2022

**Littler Global Guide - Spain - Q4 2021**

*Littler Global Guide Quarterly*

January 19, 2022

**Littler Attorneys in Three Countries Named to 2022 Best Lawyers<sup>™</sup> Lists**

*Littler Press Release*

December 6, 2021

**Littler Global Guide - Spain - Q2 2021**

*Littler Global Guide Quarterly*

July 19, 2021

**AI's Potential Role in Employee Discipline Draws Attention in Europe**

*SHRM Online*

June 15, 2021

**Littler Global Guide - Spain - Q4 2020**

*Littler Global Guide Quarterly*

February 26, 2021

**Antonio Pedrajas and Sonia Cortés: “The current client profile demands that law firms be digitized since they want telematic access to their files through intranets or apps”**

*El Derecho*

February 3, 2021

**Littler Attorneys in Four Countries Named to 2021 Best Lawyers™ List**

*Littler Press Release*

November 20, 2020

## **Speaking Engagements**

**Supporting Employees with the Four Ms: Menstruation, Miscarriage, Maternity and Menopause**

Littler Executive Employer Conference, Phoenix, AZ

May 11, 2023