



Ottavia Colnago

Senior Associate

Milan

+39.02.3030.2969

Ottavia.Colnago@klgates.com

OVERVIEW

Ottavia Colnago is a senior associate in the firm's Labor, Employment, and Workplace Safety practice. She focuses in labor law and labor relations, and assists multinational companies and Italian industrial groups in every aspect of labor law, dealing with labor disputes, establishing and managing of employment relationships, disciplinary measures, individual and collective dismissals, corporate restructuring, and union negotiations.

PROFESSIONAL BACKGROUND

Before joining the firm, Ottavia worked as an associate in leading Italian law firms where she provided judicial and extrajudicial assistance in the field of labor law. She has gained experience in both litigation and day-by-day assistance to Italian and international companies in relation to the various labor law issues, from the establishment of the employment relationship to individual and collective dismissals, as well as in extraordinary transactions and personnel reorganizations.

ADDITIONAL BACKGROUND

After graduating in 2013 with a final dissertation in international law and human rights, Ottavia attended a second-level university master's degree in international law at the University of Bergamo and a short post graduate course in labor law, social security and trade union relations of the 24Ore Business School; now she attends the AGI specialization course in labor law (Italian Employment Lawyers).

EDUCATION

- Master Degree in Law, University of Milan Law School (Italy), 2013

ADMISSIONS

- Milan Bar

LANGUAGES

- English
- Italian

THOUGHT LEADERSHIP *POWERED BY HUB*

- 8 June 2023, Whistleblowing: Upcoming Obligations for Companies
- 27 January 2022, Italian Fight to Gender Equality
- 18 January 2022, New Legislation Regarding COVID-19 and Access to Workplace
- 11 November 2021, Green Pass Decree - Q&A
- 24 March 2020, COVID-19: Italian Public Schemes and Social Measures During COVID-19 Emergency
- 12 March 2020, COVID-19: Tools for Italian Employers in Facing the Emergency

MEDIA MENTIONS

- Quoted, "EU: Mandatory Time Tracking Varies Across Europe," *SHRM.com*, 14 April 2022

AREAS OF FOCUS

- Labor, Employment, and Workplace Safety

REPRESENTATIVE EXPERIENCE

- Assisted the Italian branch of an international company active in the 3D printing sector, in implementing its organizational chart, in the drafting of employment agreements and of agreement with free-lance consultants. Assistance in the re-organization of the Italian finance department and management of individual dismissals due to objectively justified reasons.
- Assistance to the client a U.S. Pharmaceutical company, in different activities including: (i) reorganization of the Italian company's organizational chart; (ii) implementing changes of level and positions to a number of employees; (iii) assignment of employees to different tasks; (iv) management of individual redundancies; (v) new distribution of powers amongst executives and directors and drafting of relevant minutes of the Board of Directors' meetings.
- Assisted a Italian company part of an industrial group active in the heavy & civil engineering construction industry in the acquisition of 80% of one of the main European players in the visual merchandising and window display sector for some of the main international brands in the fashion industry, which is also present in the strategic markets of China and the United States through two subsidiaries.

- Assisted the client, owner of an Italian hotel group based in Rome, in a transfer of business having as object a luxury hotel in downtown Rome. Our assistance included due diligence on labor and employment-related aspects, drafting of the Business Transfer Agreement's clauses regarding personnel, management of the mandatory information and consultation procedure with works council and trade unions. We have been continuously assisting the client post-closing, within the context of the re-organization of the hotel's workforce and management of trade union relationships entailing execution of collective agreements at a company level.
- Assisted one of the leading international companies in the distribution of spare parts in the acquisition of an important distributor in the aftermarket segment for the automotive sector. We have assisted the company in the Labor due diligence process and in drafting and negotiation the employment-related clauses of the Share Purchase Agreement.
- Assisted an Italian steel company in labor law issues, redundancy management, trade union relationships, and labor litigation.
- Assisted an Italian steel company in the process of renewal and execution of a collective agreement at a company level, including management of trade union relationships and negotiation with works council.
- Assisted a technology company operating in the grocery delivery, in the drafting of agreement with self-employees and in the review of labor legal framework for workers operating through the digital platform.
- Assisted the Italian branch of a Japanese glass-manufacturing company in non adverse labour law issues.
- Assisted a leading Italian manufacturer of hydraulic coupling technology in the closing down of an Italian plant including the collective dismissal procedure.