

Introducing our **Labour & Payroll** Practice



Overview of our Labour Practice

We provide high-quality assistance to various domestic and foreign companies with a dedicated team, working on daily basis. Our team has a deep experience handling domestic and cross-border labour issues and transactions in which regularly advises both Italian and international clients, including multinationals, innovative start-ups and high net-worth individuals.

- **Knowledge First.** – LEXIA is widely recognised for its remarkable expertise in the Labour Sector as well as for its innovative approach to the above matters in general.
- **Incumbent and new market players** – Our comprehensive expertise allows us to extend our assistance across the entire spectrum of labour matters. Whether our clients are well-established companies or disruptive startups, we are committed to delivering unparalleled support. From resolving complex employment disputes to offering strategic guidance on workforce management, we leverage our extensive knowledge to address the diverse challenges faced by our clients.
- **Our Membership** – Mr Vincenzo Fabrizio Giglio, head of the labour department of our firm, is a member of AGI – Italian Employment lawyers association - and of EELA – European Employment Lawyers Association.
- **Multi-practice approach** - We seamlessly integrate the expertise of our tax and litigation departments to offer comprehensive support to our clients. This integrated approach allows us to provide clients with comprehensive solutions that go beyond the boundaries of traditional labour law practice.





Overview of our Payroll Accounting Service

Our department also takes care of the payroll accounting compliance on behalf of our clients in order to allow them to have a one-stop-shop experience for their HR needs.

- **Streamlined Visibility** - We use the most advanced systems for providing our services and let have the clients a clear and full view over the processes and the documents time by time produced.
- **Integrated Support** – Beyond providing expert legal consultancy on labour matters, our services encompass every face of payroll management. This includes assisting our outsourced clients with essential tasks, allowing them to dedicate their resources and attention to strategic HR initiatives.
- **International reach** – We understand the ever-growing need for businesses to operate on a global scale and the challenges that come with it. Our specialized team is equipped to support companies and employees across the world with their requirements, ensuring smooth transitions and compliance with international laws and regulations. With our global perspective, we help businesses navigate the complexities of international workforce management, empowering them to thrive in the global marketplace.





Our Labour Work

We provide comprehensive labour law and payroll services, offering expert guidance and support in all aspects of employment regulations and efficient payroll management for businesses of all sizes.



- Drafting customized employment agreements
- Managing individual issues
- Assistance to executives and top employers
- Due diligence in-courts litigation
- ADR/Out of courts litigation
- Day-by-day assistance to HR
- Dismissals and redundancies
- Managing the workforce



- Companies' and employees' on-boarding
- Salary statement processing (so-called «pay slips»)
- Monthly and yearly communications to public bodies
- Monthly calculation and delivering of withholdings and due payments («F24»)
- managing variables due to illness, accident, maternity leave, holidays leave
- TFR destination management



Our Team

Our team comprises highly skilled professionals with deep expertise in labour law and payroll management. With their meticulous attention to detail and extensive knowledge of regulatory frameworks, they ensure accurate and compliant handling of employment-related matters for our clients.



Vincenzo Fabrizio Giglio (Partner)

Partner at LEXIA and Head of the Labour team, **Vincenzo Fabrizio** practices employment law, dealing with companies, executives and employees. He focuses on all the aspects required by personnel management and agency relationships, both in consulting and in litigation, judicial and extrajudicial. He regularly collaborates with various newspapers and he published several articles in labour law matters.

+39 02 366 386 10

+39 02 871 77 077

vincenzofabrizio.giglio@lexia.it



Vincenzo was awarded the prize as Best Lawyer in Italy for the category "Employment" at the 2023 Milano Finanza.



Margherita Gramegna (Senior Associate)

Margherita is specialized in labour law and industrial relations, union and social security law. She provides legal assistance in extrajudicial and judicial matters, in favour of Italian and foreign companies, as well as top management.

+39 02 366 386 10

+39 02 871 77 077

labour@lexia.it



Gaia Bencini (Associate)

Gaia earned her Law degree from Alma Mater Studiorum – University of Bologna. In 2024, she began a Master's program at Università Cattolica in Milan, focusing on Social Impact and ESG Management. Before moving to Milan and starting her collaboration with LEXIA, she gained experience at a law firm in Bologna specializing in labor law. She works as a Legal Trainee in the Labor Law department, assisting both Italian and foreign companies. She speaks Italian and English.

+39 02 366 386 10
labour@lexia.it



Emi Raffaele (Payroll specialist)

Emi mainly deals with the management of payroll and the necessary contributory, insurance, tax and administrative requirements of personnel management, from recruitment to termination of employment.

+39 02 366 386 10
+39 02 871 77 077
payroll@lexia.it



Stefania Berra (Payroll specialist)

After graduating with a degree in legal services, **Stefania** deepened her education through courses on administration and personnel management. She is involved in payroll, accounting and related administrative, tax and social security compliance.

+39 02 366 386 10
+39 02 871 77 077
payroll@lexia.it



Maria Corigliano (Payroll specialist)

Maria deals mainly with payroll, accounting and related administrative, fiscal and contributory obligations. She is an expert of the Court in matters of labour contracts, social security and relationships with social security institutions.

+39 02 366 386 10
+39 02 871 77 077
payroll@lexia.it



Katia Migliavacca (Payroll specialist)

Katia deals with the payroll accounting and related administrative, tax and social security contributions fulfilments. She improved her professional training with administration and HR management courses.

+39 02 366 386 10

+39 02 871 77 077

payroll@lexia.it



Oriana Maria Daldoss (Payroll specialist)

Oriana collaborates in the Labour Department dealing with the payroll accounting and related administrative, tax and social security contributions fulfilments. She improved her professional training with administration and HR management courses.

+39 02 366 386 10

+39 02 871 77 077

payroll@lexia.it



MILAN

Via del Lauro, 9
20121 Milano
T (+39) 02 3663 8610
E milano@lexia.it