

María Haydée Zegarra

- **Practices**
- **Labor and Employment law**

- **Education**
- **Juris Doctor by Pontificia Universidad Católica del Perú Law School, 1998.**

- **Distinctions**
- **Professor of the Specialized Program of Employment Legislation and Regulation at Universidad Peruana de Ciencias Aplicadas.**

- **Languajes**
- **Spanish and English**



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María Haydeé is partner of Rebaza, Alcazar & De Las Casas law firm, and Partner leads to of our Labor and Employment Law department, and has extensive experience in providing a full service in labor issues to local and international companies of the country.

She has more than fifteen years of experience in providing legal counsel in the labor and employment field, comprising all aspects related to the hiring of personnel, outsourcing and labor force provision. She also specializes in the organization and structuring of salary policies and severance programs, as well as administrative and judicial proceedings related to area of specialty, collective bargaining and immigration law.

Currently, María Haydeé is in charge of providing labor legal advice to Grupo Telefónica, AmBev Perú, Tecnológica de Alimentos – TASA, COSAPI, Empresa Editora El Comercio, Andino Investment Holding, Dubai Port World Callao, Autoridad Portuaria Nacional - APN, Grupo Ezentis, Statkraft Perú, KPMG Consultores, Mitsubishi Motors, Grupo La Republica, Grupo Ola y Montaña (Tiendas Quiksilver); among others.

Recently, she has been a member of the advisory staff for AmBev Perú in the asset sale procedure to CBC Peruana, where she provided labor legal advice in the process of transferring of personnel.

In addition, María Haydeé was a member of the advisory staff for PROINVERSION in the process of granting a concession over the assets of EMFAPATUMBES, the potable water supplier company for Tumbes, Zarumilla and Contralmirante Villar (Tumbes).

Maria Haydeé has also been involved in several bankruptcy and corporate reorganization proceedings, providing legal counsel and designing legal strategies regarding labor issues.

Before her incorporation to Rebaza Alcázar & De Las Casas Abogados Financieros, María Haydeé was a former member of the law firm Benites, Forno & Ugaz Abogados (2001-2007), where she led the Labor & Employment area. She is also a former member of the law firm Laos, Aguilar, Limas & Asociados (1996-2001).

She is speaker on several courses on corporate Labor Law.

She is fluent in Spanish and English.