

# PROFILE



**Partner**  
**Head, Labor and Employment**  
**Martinez Vergara & Gonzalez Sociedad, Manila, Philippines**  
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**Qualifications**  
Ateneo de Manila University, Juris Doctor (1994)  
Ateneo de Manila University, B.A. Interdisciplinary Studies (1990)  
Admission to Bar (1995)

**Language**  
English and Filipino

## REYNALDO T. DIZON

### ABOUT REYNALDO

Reynaldo specializes in Labor and Employment and Dispute Resolution.

Reynaldo heads Martinez Vergara & Gonzalez Sociedad's Labor and Employment practice group and has more than 25 years of experience in handling disputes between corporations and their employees involving dismissal cases and monetary claims. He also has at least 12 years of experience in assisting clients in their collective bargaining negotiations with unions.

Reynaldo handles the Firm's clients' requirements relating to labor standards and relations. He regularly drafts and reviews labor policy manuals and employee handbooks for many of the Firm's clients, including companies engaged in business process outsourcing such as call centers and finance and accounting back office services.

Reynaldo's dispute resolution practice covers civil, criminal, corporate fraud and commercial litigation cases. He specializes in criminal litigation, as well as cases involving the arbitrary use of police power by government agencies over private corporations.

Reynaldo is also the trusted advisor of several clients who have requested him to act as their corporate secretary and engaged the Firm's retainer services.

He has undergone the first Integrated Bar of the Philippines (IBP) and Philippine Institute of Arbitrators (PIArb) Dual Accreditation Course. Reynaldo also conducts lectures in his fields of specialization, most recent of which is a lecture on evidence for bar takers of one of the top law schools in the country.

## EXPERIENCE

### Dispute Resolution

- Acts as counsel to leading companies in various industries in the Philippines, on various major disputes, ranging from real estate and corporate matters to crime, as well as in proceedings before governmental agencies.
- Successfully negotiated a settlement to collect multi-million retention money in favor of a client engaged in the business of supply and installation of green technology.
- Acted as counsel to a private complainant in a criminal complaint against doctors of one of the biggest hospitals in the country.
- Represented a confederation questioning several charges imposed by international shipping lines on its members.

### Labor and Employment

- Advises and assists clients on Covid-19 disease policies such as implications of the government imposed quarantine on various aspects of employment such as the specific safety measures and standards which have to be followed in accordance with government imposed guidelines in the workplace, the implementation of a flexible working arrangement, and various queries on liabilities of employers in certain cases where the employees contract the disease.
- Regularly engaged by one of the biggest global banks on its collective bargaining negotiations with its union.
- Routinely advises companies across various industries on all employment matters, including the drafting or review of employee policies and manuals, HR contracts, the conduct of disciplinary proceedings, and implementing retrenchments and redundancy processes, including compliance with reportorial requirements of relevant regulatory agencies.
- Retained labor counsel of Malayan Insurance Philippines, one of the leading property insurance companies in the country.
- Represents clients in various labor-related proceedings before the Department of Labor and Employment and the National Labor Relations Commission, including cases for illegal dismissal, suspension, and money claims, as well as in fraud-related cases against its employees before the regular courts.

### Tax

- Represented clients in administrative and judicial claims for refund of excess and unutilized input value-added tax on purchases of goods and services attributable to zero-rated sales of services, as well as in administrative protest of assessments issued by the Philippine Bureau of Internal Revenue for alleged deficiency VAT, expanded withholding tax, final withholding tax, and related penalties.

## ACCOLADES

### The Asia Pacific Legal 500

Labour and Employment 2021 – Recommended Lawyer for 6 consecutive years (2016 – 2021)

Dispute Resolution 2021 – Recommended Lawyer for 6 consecutive years (2016 – 2021)

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## APPOINTMENTS/MEMBERSHIPS

- Member, Integrated Bar of the Philippines

## PUBLICATIONS

- Author, “*Comparative Legal Guide Philippines: Employment & Labour Law*”, The Legal 500 and the In-House Lawyer (3<sup>rd</sup> edition).