



CURRICULUM VITAE

Marcello Buzzini

PARTNER

CONTACT

+39 02 84 50 27 07
mbuzzini@faillapartners.com

FIELDS OF EXPERTISE

Collective Dismissals
Health & Safety
Labour Disputes
Reorganizations
Restructurings
Social Security

PROFILE

Partner Marcello Buzzini focuses his practice on providing counsel on a wide range of Italian Employment and Labor Law matters – such as employment related litigation, the management of employee and senior executive relations, health and safety in the workplace, subcontracted workers, transfers, and outsourcing.

Marcello is especially well versed in advising clients on complex labor law matters tied to bankruptcy procedures, reorganizations, insolvency and liquidations – especially when collective redundancies are required.

He also has a wealth of knowledge of Italian social security and welfare matters connected to the assessment and sanctioning activities of the Public Administration as well as the legal and administrative procedures in favor of business.

CAREER

Marcello has always been exclusively dedicated to providing counsel on Italian Employment and Labor Law throughout his professional career which commenced in 2006 when he joined the newly formed Italian employment law boutique LABLAW – which would quickly be recognized as one of the top employment law firms in Italy. Marcello became of Partner of LABLAW in 2018.

Two years later he joined the Employment Law team of Deloitte Legal as a Director.

In 2022 Marcello became a Founding Member and a Partner of Failla&Partners which is anchors its strength on the 35+ years of experience of a team that has worked together for decades providing Italian Employment and Labor Law Counsel to national and international clients – in both the good times and the bad.

BAR ASSOCIATIONS

Italian Bar Association -
Milan Branch 2008

LANGUAGES

Italian
English

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ACCOLADES

Over the years Marcello has been recognized for his work in the field of Italian Employment and Labor Law. Among his accolades:

- Italian Employment Law – Recognised
Legal 500 2022 - 2025
- Italian Employment Law – Recognized
IEL Elite 2023 – 2025
- Italian Employment Law – Recognised
Best Lawyers 2024 – 2025
- Italian Employment Law - Selected
Milano Finanza Legal Awards 2020
- Italian Employment Law – Recognized
LegalCommunity Labor Report 2017
- Emerging Professional of the Year – FINALIST
TopLegal Awards 2015

Independent researchers and Clients speaking to independent researcher say:

- *"Marcello Buzzini is noted for his work on health and safety and social security matters."* – Legal 500 2025
- *"Marcello Buzzini is another other key name at the firm".* – IEL ELITE 2025
- *"Marcello Buzzini is noted for his assistance in employment-related litigation."* - Legal 500 2024
- *"Marcello Buzzini is another key name at the firm, which regularly acts for international firms without a presence in Italy."*
- IEL International Employment Lawyer – IEL ELITE 2023
- *"The collaboration with them (and in particular Marcello Buzzini) is highly satisfactory."*
– Legal 500 2022
- *"Luca Failla and Marcello Buzzini are very prepared and have a pragmatic attitude."*
– Legal 500 2022
- *"Full and absolute availability, very responsive, very in-depth knowledge of the subject and ability to frame business problems well"*
– LegalCommunity – Best in Italy Labor Report 2017

PROFESSIONAL ASSOCIATIONS

- AGI
Italian Association of
Employment Lawyers

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ACADEMIA

Marcello graduated from the University of Milan Law School in 2004 with thesis on the topic of "*Employer's Civil Liability for Occupational Accidents and Diseases, as Regulated in Italian and US law*". This was followed by a Master in Labor Law – a course organised by Cegos Formazione in 2005.

Today, he often speaks at Italian universities giving lectures on a wide range of Italian employment & labor law topics for Master level courses.

PUBLICATIONS

Marcello regularly shares his knowledge of the field of Italian Employment & Labor Law writing articles and commentary on a wide range of workplace matters.

Of note is his collaboration with Quotidiano Più:

- *Arrest of the employee in Italy : when is the dismissal is triggered?*
- December 15, 2025
- *Moving the workplace to another EU country: applicable law changes?*
- December 13, 2025
- *Foreign seniority and limits on the free movement of workers*
- December 3, 2025
- *Unpaid overtime for judges in Italy: when compensatory rest is legitimate* – November 21, 2025
- *Minimum wage and national autonomy: the boundaries of EU competence have been clarified* – November 15, 2025
- *Availability: it can be classified in Italy as working hours if it imposes excessive constraints* – November 8, 2025
- *Collective dismissals in Italy: without a valid notification the 30 days do not start* – November 4, 2025
- *Dismissals in Italy: it is not mobbing if the inappropriate conduct is isolated* – October 27, 2025
- *EU civil service: dismissal for unjustified absences is legitimate*
– October 7, 2025
- *Disability assistance in Italy: "reasonable accommodations" must be extended to the caregiver* – September 25, 2025
- *Disability and behaviour: Is Italian legislation compatible with EU law?*
– September 22, 2025
- *EU Social Security: no to the extension of the criteria for the localization of the relationship* – September 18, 2025
- *Stabilization of precarious workers in Italy: Is it illegitimate to ask for the waiver of previous rights?* – September 16, 2025
- *Internal mobility and consultation obligations: under the lens of EC Directive 59/1998* – September 10, 2025
- *Probationary agreement void: the worker in Italy must be reinstated*
– September 9, 2025
- *Distribution of a survivor's pension in Italy between the former spouse and surviving spouse: effective date* – September 6, 2025

- *Permits 104: assistance does not necessarily have to coincide with working hours in Italy* – September 4, 2025
- *The dismissal of an employee in Italy who damages his colleague's car is unlawful* – September 1, 2025
- *Unemployment benefit and conversion of employment relationship in Italy: no obligation to repay* – August 29, 2025
- *Residence permit for job search and citizenship of the child: no to discrimination* – August 28, 2025
- *Rewarding only permanent employees in Italy: when is it permissible?* - August 18, 2025
- *Public employee wages in Italy: maximum ceiling unconstitutional* - July 30, 2025
- *Educational assistance for disabled minors in Italy: no discrimination based on residence* – July 15, 2025
- *Collective redundancies in Italy: the scope of application of EC Directive 1998/59 has been clarified* – June 28, 2025
- *Accident at work in another Member State: the limits of the right of recourse* – June 25, 2025
- *Mandatory vaccination in the Italian workplace and protection from biological risks* – June 20, 2025
- *Temporary work in Italy: no joint liability for higher-level tasks* – June 10, 2025
- *Referendum and workers' freedom of opinion in Italy: RAI circular is discriminatory* – May 27, 2025
- *Spain: automatic pension supplement for women only is discriminatory* – May 23, 2025
- *Agricultural contributions in Italy: stop discriminatory criteria for fixed-term workers* – May 13, 2025
- *Disability allowance, part-time work, and childcare in Italy: possible gender disparities?* – April 16, 2025
- *"Pre-pack" business transfers in Italy: when workers' rights are maintained* – April 8, 2025
- *Disciplinary dismissals in Italy and the previous conduct of the worker* - February 18, 2025
- *Posting abroad: the ECJ intervenes on the fraudulent use of A1 certificates* – January 27, 2025