

Germán de la Garza De Vecchi

Regional Managing Partner

Mexico

t: +55 4186 8175

Email



Service Focus

- Counseling and Advice
- Labor Relations
- International

Industry Focus

- Life Sciences and Pharma
- Manufacturing

Languages

- English
- Spanish

Overview

Germán de la Garza De Vecchi is recognized as one of the few “go-to” lawyers in Mexico for large international companies facing difficult labor relations issues in the complex, ever-evolving Mexican union environment. With more than two decades of experience and a track record of results, his credibility among union leaders, government officials and regulators enables him to achieve clients’ goals in negotiations. Germán played a key role in drafting Mexico’s recently reformed labor laws.

Viewing the relations between companies and labor syndicates as equally important links in profitability, Germán helps Mexican and foreign companies develop collective bargaining agreements that create congenial relationships driving large-scale investment. His clients include prominent companies in the automotive and pharmaceutical industries.

Germán speaks frequently at various national and international forums, where he shares experiences and best practices related to resolving large-scale labor disputes and creating legal schemes that promote harmonious labor relations in the age of globalization.

The business magazine *Expansión* has named German as a leader in Mexico for his contributions to the world of labor law.

Germán previously was the Mexico-Central America Labor Services Leader for a leading global professional services firm. Before that, he was a partner at a Mexico City firm serving the legal needs of domestic and foreign companies doing business in Mexico.

Credentials

Education

- Labor Law, 2009, Universidad Panamericana
- Law, 2006, Universidad Iberoamericana

Recognitions

- *Chambers Latin America*, Labor & Employment (Mexico) (2023)

Insights

EVENT

12/09/25

Doing Business in Mexico: Navigating the T-MEC Renegotiation

Germán de la Garza De Vecchi, Adriana Mayo

[Read more →](#)

NEWS

12/08/25

Mexico Regional Managing Partner Highlights Challenges with 40 Hour Workweek

Germán de la Garza De Vecchi

[Read more →](#)

NEWS

12/07/25

Fisher Phillips and Germán de la Garza De Vecchi Recognized Among the Best Lawyers in Mexico by Tops Mexico 2026

Germán de la Garza De Vecchi

[Read more →](#)

NEWS

11/13/25

Fisher Phillips Attorneys Recognized in 17th Edition of The Best Lawyers in Mexico™

Germán de la Garza De Vecchi, Héctor Cuevas, Christian Morales

[Read more →](#)

NEWS

11/02/25

Mexico Regional Managing Partner Discusses Country's Consideration of a 40-Hour Workweek

Germán de la Garza De Vecchi

[Read more →](#)

NEWS

09/04/25

Mexico Regional Managing Partner Discusses Country's 40-Hour Workweek Initiative

Germán de la Garza De Vecchi

[Read more →](#)

NEWS

08/26/25

Mexico Regional Managing Partner Discusses Impact of Labor Ruling

Germán de la Garza De Vecchi

[Read more →](#)

NEWS

03/17/25

Mexico Regional Managing Partner Discusses Amendment to Article 29 of the Infonavit Law

Germán de la Garza De Vecchi

[Read more →](#)

NEWS

03/06/25

Mexico Regional Managing Partner Discusses Impact U.S. Tariffs Are Having on Collective Labor Negotiations in Mexico

Germán de la Garza De Vecchi

[Read more →](#)

NEWS

02/25/25

Mexico Regional Managing Partner Discusses Anticipated Labor Reforms

Germán de la Garza De Vecchi

[Read more →](#)

[View All →](#)