

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
- 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

INSIGHTS

04/01/24

3 Points for Employers About Collective Bargaining in Mexico Under the New USMCA Rules and the Labor Reform

Germán de la Garza De Vecchi

[Read more →](#)

NEWS

03/22/24

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

Germán de la Garza De Vecchi

[Read more →](#)

PUBLICATION

01/23/24

Fisher Phillips Partners Provide a Deep Dive Into Mexico's Complex Employment Law Landscape

Andrea Brizio Rivas, Germán de la Garza De Vecchi, Benjamin M. Ebbink

[Read more →](#)

INSIGHTS

12/01/23

FP's Workplace Law Forecast 2024

Cheryl L. Behymer, Steven M. Bernstein, Sheldon J. Blumling, Risa B. Boerner, Colin P. Calvert, Kathleen McLeod Caminiti, Jocelyn Campanaro, Jennifer B. Carroll, Collin D. Cook, Laurel K. Cornell, Germán de la Garza De Vecchi, Michael P. Elkon, Todd Alan Ewan, Todd A. Fredrickson, Christopher C. Hoffman, David S. Jones, Usama Kahf, Karl R. Lindegren, Todd B. Logsdon, Todd A. Lyon, Michael R. Marra, Suzanne Kelly Michael, Michael S. Mitchell, Joshua D. Nadreau, Kristen J. Nesbit, Alden J. Parker, Cheryl Pinarchick, John M. Polson, Andrea Brizio Rivas, Andria Lure Ryan, Nan Sato, Todd B. Scherwin, Matthew R. Simpson, Adam F. Sloustcher, Kristin L. Smith, Shanon R. Stevenson, Hannah Sweiss, J. Hagood Tighe, Travis Vance, David J. Walton, Sheila M. Abron, Erica G. Wilson, William D. Wright, Robert Yonowitz

[Read more →](#)

NEWS

11/16/23

Regional Managing Partner in Mexico Discusses IMSS Efforts to Reinforce Surveillance

Germán de la Garza De Vecchi

[Read more →](#)

EVENT

11/16/23

Viva Mexico! Why U.S. Businesses are Spreading their Wings in Mexico

William D. Wright, Germán de la Garza De Vecchi

[Read more →](#)

NEWS

11/08/23

Mexico Regional Managing Partner Appointed to the Mexican Association of Human Capital Companies

Germán de la Garza De Vecchi

[Read more →](#)

NEWS

10/23/23

Regional Managing Partner in Mexico Discusses Slow Pace of Domestic Workers Registering with The Mexican Social Security Institute (IMSS)

Germán de la Garza De Vecchi

[Read more →](#)

NEWS

10/19/23

Mexico City Partner Discusses Mexico's Efforts to Reduce Working Hours

Germán de la Garza De Vecchi

[Read more →](#)

INSIGHTS

10/18/23

FP Flash Survey Reveals: Most Employers Not Aware of Opportunities Awaiting Them in Mexico

Germán de la Garza De Vecchi, John M. Polson, Nan Sato, William D. Wright

[Read more →](#)

[View All →](#)