Mexico

Overview

More and more businesses are establishing operations in Mexico with the aim of “near shoring” their manufacturing functions to reduce costs and alleviate supply chain issues. Meanwhile, Mexico’s legal landscape has undergone dramatic changes including greater protections for employees seeking to unionize, a ban of the former third-party employment model, the creation of a more adversarial dispute resolution system, and the introduction of new labor law provisions under the United States-Mexico-Canada Agreement (USMCA) (which replaced the North American Free Trade Agreement (NAFTA)). Yet Mexico’s labor and employment laws remain vastly different than those of the U.S., creating complications for businesses looking to take advantage of opportunities in the country.

From three offices in Mexico City, Guadalajara and Querétaro, Fisher Phillips’ lawyers help international companies anticipate and solve labor and employment-related challenges and succeed in a rapidly evolving legal and business climate. Our clients include North American, Asian and European companies whose businesses span a spectrum of industries including automotive, energy, pharmaceutical, higher education, healthcare, life sciences, construction and infrastructure, food products, media, and retail.

Our Mexico-based team helps employers in the following areas:

- **Counseling and advice** on compliance and human resources personnel management issues including strategic planning, preventive strategies to reduce risk, compliance audits and due diligence, and representation in connection with inspections by labor authorities and large-scale reductions in force.

- **Litigation and dispute resolution** including arbitration and trials and covering claims including employment discrimination, harassment, wrongful termination, wage and hour, and employee defection and trade secrets. Our team is experienced in all relevant forums including the Conciliation and Arbitration Review Boards and the Federal Conciliation and Arbitration Court.

- **Labor relations** including devising union avoidance and overall labor relations strategies, negotiating and reviewing collective bargaining agreements, responding to signs of employee discontent and strikes, and representation in related arbitration and litigation.

- **Corporate governance issues** encompassing risk management and audits, policies and codes of conduct, whistleblower claims and investigations into allegations of misconduct.
- **Data security and workplace privacy** matters including incident prevention, compliance with all relevant laws, data breach response, background checks, device monitoring, and defending against investigations and lawsuits.

- **Fraud and anti-bribery laws** including the FCPA and Mexico’s National Anti-Corruption System.

- **Consulting services** spanning all labor and employment-related issues.

**Insights**

**EVENT**

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

William D. Wright, Germán de la Garza De Vecchi

Read more →

**INSIGHTS**

**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 →

**INSIGHTS**

**FP Manufacturing Snapshot: Survey Reveals Industry Benefits From Mexican Expansion – But Needs Help Doing So**

Colin P. Calvert, Héctor Cuevas, Stephen C. Mitchell

Read more →

**INSIGHTS**

**Viva Mexico: Why U.S. Employers are Now Spreading Their Wings in Mexico**

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

Read more →

**NEWS**

**Fisher Phillips Opens First International Offices in Mexico**

John M. Polson, Germán de la Garza De Vecchi, Octavio Novaro Holguín, Andrea Brizio Rivas, Héctor Cuevas, Victor Manuel Ávila, Víctor López, Ilyana Barrera, Christian Morales

Read more →

**Key Contacts**
Germán de la Garza De Vecchi
Partner
+55 4186 8175
Email

See all

Related Offices

- Mexico City
- Guadalajara
- Querétaro

Related Services

- International Employment