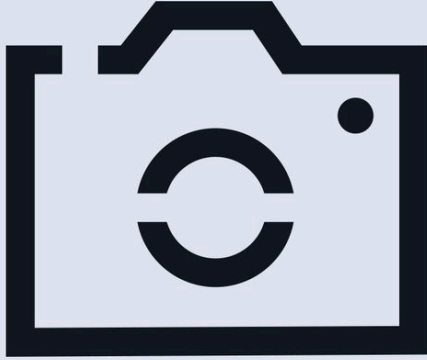




JUAN PABLO TRINIDAD

Associate

Mexico

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Service Focus

- Counseling and Advice
- Labor Relations
- Litigation and Trials

OVERVIEW

Juan Pablo Trinidad represents national and multinational employers in individual labor litigation in Mexico and advises companies on preventive labor, social security and compliance matters. He helps clients assess contingencies, evaluate resolution scenarios and design defense strategies for contested workforce disputes.

Juan Pablo handles labor matters end to end. His litigation work includes statements of defense, replies, the submission and objection of evidence, closing arguments, interlocutory motions and other procedural filings; preliminary hearings, trial hearings and related proceedings before local and federal labor courts; enforcement and compliance stages, including payment demands, judicial deposits and the release of attached accounts; and direct and adhesive amparo actions arising from labor proceedings. He also handles conciliation before the Federal Center for Conciliation and Labor Registration and local conciliation centers, including the analysis and negotiation of settlement proposals.

On the advisory side, he counsels clients on terminations, benefits, statutory profit sharing, alimony withholdings and beneficiary designations; prepares legal opinions on social security and occupational risk matters, including filings and clarifications before the Mexican Social Security Institute; and advises on the provision of specialized services and REPSE registration, including contract review and the related labor, tax and social security obligations. He has supported compliance projects involving state payroll taxes arising from the contracting of specialized services.

Juan Pablo works directly with in-house legal and human resources teams to define strategy and coordinates correspondent counsel for proceedings in states across Mexico. Earlier in his career he served at the Local Conciliation and Arbitration Board of the Valle de Toluca, drafting rulings and procedural documents — experience that gives him insight into how the labor authorities analyze contested matters.

Before joining Fisher Phillips, Juan Pablo practiced at Mexican labor and employment law firms, handling litigation and advisory matters in Mexico City, the State of Mexico, Querétaro, Guanajuato and Aguascalientes, and supervising law clerks on active files.

Juan Pablo received the CENEVAL Award for Excellence on Mexico's national law graduate examination (EGEL), with an outstanding performance rating in every area evaluated.

Credentials

Education

- Universidad Autónoma del Estado de México, J.D. equivalent, 2021

Admissions

- Mexico

Languages

- Spanish
- English