

DM

ABOGADOS

WHO ARE WE?

About us

De la Vega & Martínez Rojas is a Mexican Firm, founded in 2016, specializing in labor law and social security services for companies.

Mission

Our mission is to be the reference labor Firm in Mexico in the provision of these services, supporting our clients with solutions tailored to their needs in order to achieve labor sustainability and the creation of value.



CONSULTANCY

Labor Audits

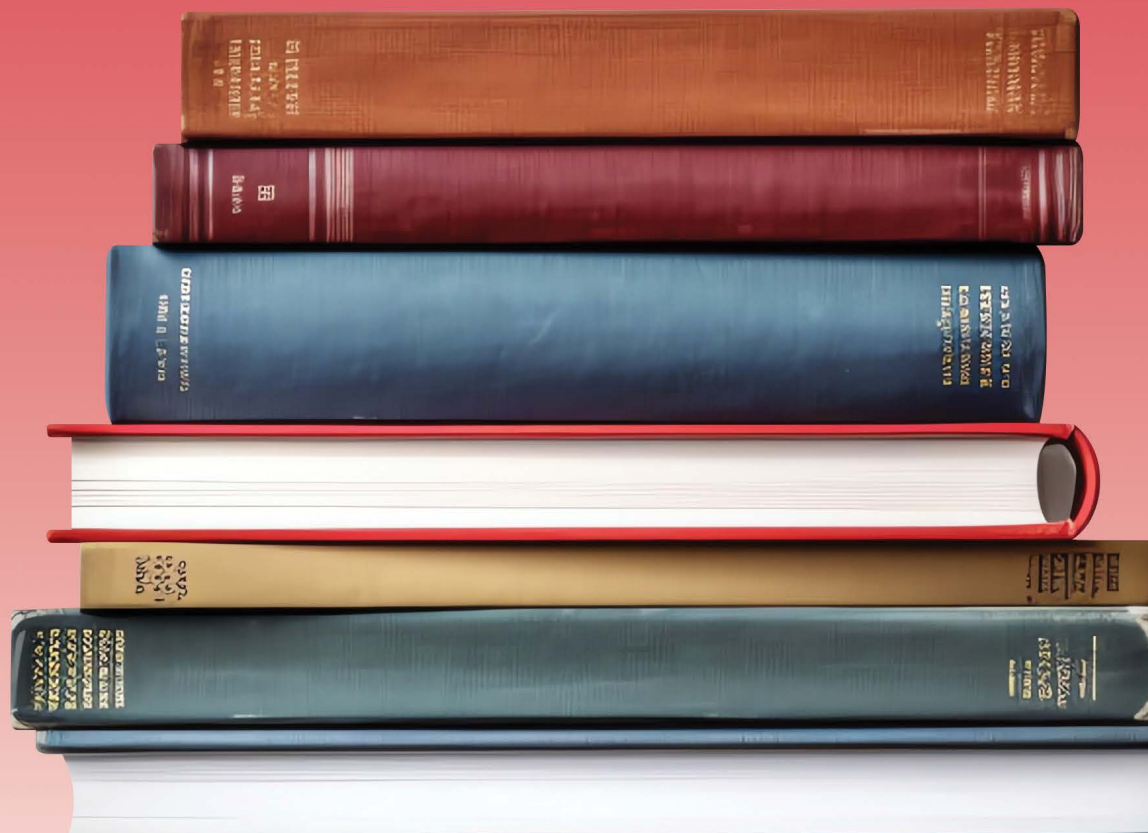
We conduct audits to verify compliance with labor standards and to improve the practices for their application.

Labor Investigations

We conduct investigations in regard to harassment, fraud and legal compliance, ensuring that standards on ethics are upheld and including the preparation of documents for possible judicial processes.

Labor Documentation

We prepare contracts, internal labor regulations and other documents tailored to the specific needs of each company,



INDIVIDUAL LITIGATION

Labor Litigation Defense

We prepare the legal strategies for the proper defense of our clients in labor proceedings, including their representation and advisory at hearings and in handling amparo suits.

Technology for Litigation

Use of technological tools offering immediate access to the status of cases and statistics.



COLLECTIVE BARGAINING AND LITIGATION

Signature and Review of Collective Bargaining Agreements

We provide advice and support in the negotiation and review of collective bargaining agreements, both in their comprehensive and in their salary reviews.

Collective Disputes

We provide advice on strike procedures and in collective disputes, including collective actions of an economic nature.

Certification of representativeness of collective bargaining agreements

We handle motions and disputes between unions for union certification.



SOCIAL SECURITY

Advisory on Social Security

We provide advice to guarantee compliance with the legal obligations relating to the Social Security Law.

Audits and Risk Review

We conduct audits to assess compliance with social security obligations and to identify possible legal risks.

Handling Administrative Procedures

We handle processes and procedures before the Mexican Social Security Institute and the Federal Court of Administrative Justice.

LABOR ENGINEERING

Comprehensive Advisory for the Prevention of Conflict

We implement a model that combines human, strategic and sustainability aspects to improve labor relationships and avoid conflicts.

Risk Monitoring

We conduct diagnostics and follow up on labor risks to identify and mitigate conflictivity in the work environment, promoting a culture of open communication.

Training and Crisis Management

We offer training to leaders and human resources teams in effective labor practices and crisis management, ensuring a more stable and sustainable work environment.



LABOR INTELLIGENCE

Mitigation of Labor Risks

Labor intelligence services designed to maintain a stable work environment, whether union-free or strengthening union relations.

Risk Diagnosis

We have tools such as the National Union Activity Traffic Light to monitor union activity, and employee surveys that identify labor risks.

Consulting and Training

Training in labor crisis management, collective bargaining agreement negotiation and good labor practices, with customized strategies according to each company's needs.

LABOR SITUATION IN MEXICO

- Youth unemployment

 - Shortage of specialized talent

 - Changes in organizational culture

 - Labor intelligence and union monitoring

 - Increase in the number of strikes

 - Talent management challenges

 - Chair Law

 - Labor Reform

 - REPSE (Registry of Specialized Services or Specialized Works)
- 



We are part of L&E Global,
we have a presence in more than 25 countries.



SUCCESS CASES

- Negotiation of the Collective Bargaining Agreement of Audi de México

- Review of the Collective Bargaining Agreement of Nacional Monte de Piedad

- Resolution in favor of Volkswagen México in regard to the complaint filed under the USMCA's Rapid Response Labor Mechanism

- Solution of the Nacional Monte de Piedad strike

- Review of the Collective Bargaining Agreement between ASPA [Union Association of Aviator Pilots] and Aeroméxico

- Resolution in favor of Aeroméxico in regard to the validity of Contract B for Pilots



Mexico City Office:

Guillermo González Camarena 1100 / Piso 7,
Santa Fe, Álvaro Obregón, 01210, CDMX

T/ + (52) 55 4163 2100

Monterrey Office:

Av. Lázaro Cárdenas 1007,
Residencial Santa Bárbara, 66266,
San Pedro Garza García, N.L

T/ +52 818 245 4133

Visit us at our site

www.dlvmr.com.mx