

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 leading Firm in labor consulting in Mexico, offering tailored solutions that promote labor sustainability and generate value for our clients.



CONSULTANCY

Labor Audits

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

Labor Investigations

We conduct exhaustive investigations in regard to harassment, fraud and legal compliance, guaranteeing high ethical standards and the proper preparation of documentation for possible judicial processes.

Labor Documentation

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

Labor Conciliation

We handle labor conciliation processes, always seeking to reach agreements that are beneficial for our clients, prioritizing equitable and efficient solutions that prevent prolonged conflicts.

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.



INDIVIDUAL LITIGATION

Labor Litigation Defense

We develop and implement legal strategies for the effective defense of our clients in labor trials, taking care of the preparation and handling of hearings throughout the process, as well as the management and processing of amparo proceedings.

Updates on the status of Litigations

Use of information tools to offer 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 of initial collective bargaining agreements and in the salary review and comprehensive review procedures thereof.

Collective Disputes

We design and implement multidisciplinary strategies for the prevention and resolution of collective disputes that affect our clients, including calls for strike, strikes in progress and collective disputes of an economic nature, seeking effective solutions that are adapted to their needs.

Certification of representativeness for collective bargaining agreements

We advise our clients during the various processes of motions for union certification, minimizing the possible risks associated with possible violations of freedom of association.



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 identify our clients' risks from a disciplinary perspective, and we generate shielding strategies to drive labor maturity by means of sustainable strategies that allow mitigating risks and facing new challenges.

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

We have created a labor intelligence service for preventive purposes and for identifying 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.

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

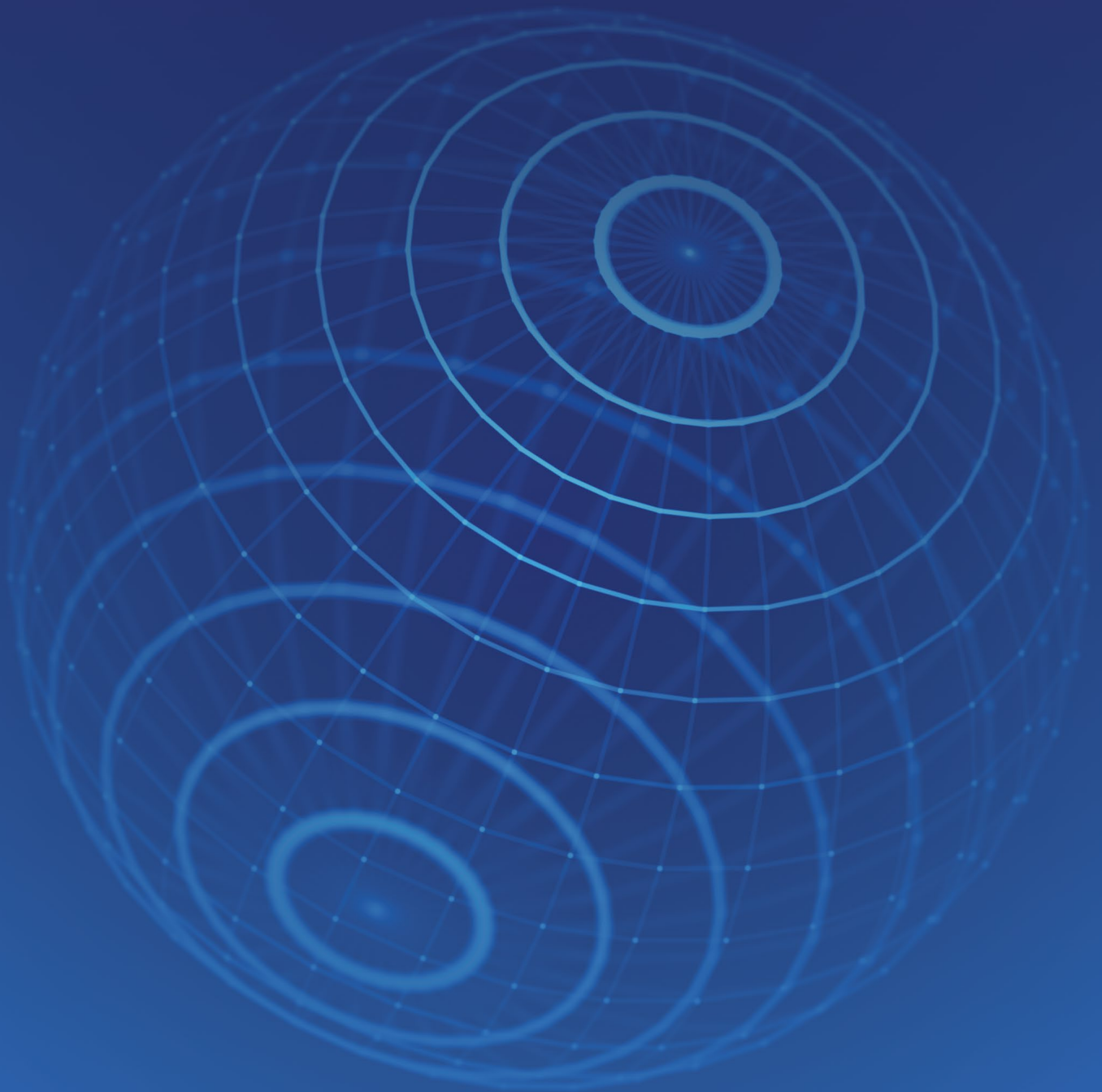
 - Chair Law

 - Labor Reform

 - REPSE (Registry of Specialized Services or Specialized Works)
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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
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