



Alejandro González

Partner

Mexico City

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PRACTICES Litigation, Labor and Employment, International Arbitration, Trials, Distressed Transactions

Alejandro González is a partner in the International Practice Group in Haynes Boone's Mexico City office. His practice focuses on litigation and dispute resolution, and labor compliance and counseling.

Alejandro has more than twenty years of experience advising domestic and international clients in various sectors, including automotive, retail, energy, hydrocarbons, engineering, technology, aeronautical, airport services, steel, agriculture, medical services, real estate development, telecommunications, professional services, infrastructure, government, textile, hospitality, insurance, entertainment, franchising, and distribution.

Litigation and Dispute Resolution

His practice focuses on complex projects, settlements and commercial and constitutional litigation, including, among others, real estate, shareholder disputes, collateral enforcement, enforcement of credit instruments, breach/termination of contracts and enforcement, collections, claims for damages, product liability, insurance and bond claims, force majeure claims, arbitration, alternative dispute resolution procedures, insolvency, and bankruptcy. In addition, Alejandro's practice includes the enforcement in Mexico of US final judgments, provisional orders, and arbitration awards issued abroad.

Moreover, his litigation practice requires a high level of knowledge in substantive general practice of contractual and commercial law, which gives him extensive experience in contractual and transactional analysis from a preventive litigation perspective.

Labor Compliance and Counseling

Alejandro has vast experience in general labor compliance and counseling matters, including audits, complex labor and employment corporate restructuring, labor contracting schemes, employment agreements / contractors' agreements, internal work rules, corporate policies, mixed committees, employer substitution schemes, complex settlements, termination schemes and severance quantifications, privacy notices, wages, benefits, profit sharing, social security, foreign employees, cross-border labor relationships, remote work, outsourcing, specialized services, M&A/nearshoring labor & employment impacts, collective bargaining agreements and unions, litigation, preventive litigation schemes and due diligence.

Alejandro has represented and led the interests of various clients running businesses or starting operations in Mexico in the (i) planning, (ii) implementation, (iii) administration and/or (iv) regularization

of their labor schemes/duties and general labor matters.

QUALIFICATIONS

EDUCATION

- Master of Law, Constitutional Law and Human Rights, Universidad Panamericana, 2020, (degree in process)
- Postgraduate Degree, Civil and Commercial Procedural Law, Universidad Panamericana, 2006
- Certificate, Academy of American and International Law, Academy for American and International Law Dallas Texas, 2003
- Postgraduate Degree, Amparo Law, Universidad Panamericana, 2001
- Law Degree, Universidad Nacional Autónoma de México Law School, 2000

LANGUAGES

- Spanish

ADMISSIONS

- Mexico
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PUBLICATIONS AND SPEAKING ENGAGEMENTS

- “Litigation in Mexico: How to manage a dispute in Mexico?” author, *LexisNexis*, July 2024.
 - “Labor Law in Mexico: How to be a Lawful Employer,” author, *LexisNexis*, June 2024.
 - “The New Mexican Sub-Contracting Law,” co-author, *Inter-American Dialogue*, May 2021.
 - “Mexican Sub-Contracting Proposal,” co-author, *Inter-American Dialogue*, December 2020.
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PROFESSIONAL AFFILIATIONS AND ENGAGEMENTS

- Member of the Mexican Bar Association (Barra Mexicana de Abogados)
 - Active member of the HB Attorney Integration Committee and the HB Wellness Program
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SELECTED CLIENT REPRESENTATIONS

Litigation and Dispute Resolution

- Represented a major energy company in conciliation procedure with CFE.
- Represented a major oil field service company in complex litigation with Pemex.
- Represented a major energy company in complex administrative and commercial disputes.
- Represented a major retail company in litigation involving consumer rights.
- Represented a major automotive company in the defense of a tort liability litigation.
- Complex litigation involving Real Estate law.
- Represented several creditors in different bankruptcies proceedings.

- Represented a client in a complex commercial litigation -and subsequent negotiation- against a major steel company in Mexico.
- Represented a major telecommunications company in various civil and commercial lawsuits, including the execution of securities and guarantees.
- Represented a major telecommunications company in various constitutional claims against both the telecommunications and the data protection regulators in Mexico.
- Represented a major energy and petrochemical company in disputes against gas station owners and gas retailers derived from their non-performance of contractual obligations derived from fuel supply agreements.
- Represented an agriculture company in different claims brought against agricultural producers in Mexico for non-performance of contractual obligations.

Labor Compliance and Counseling

- Advised a major automotive company in the implementation of subcontracting schemes according to new applicable regulations in México.
- Advised different clients in the implementation of new remote work regulations in México.
- Advised a major food & beverage company in post-merger labor compliance issues, including collective bargaining agreements with two labor unions.
- Assisted various clients in their start of operations in Mexico, providing general labor compliance advice, including labor contracting, employment agreements, internal work rules, corporate policies, mixed committees, privacy notices, wages, benefits, profit sharing, foreign employees, cross-border labor relationships, remote work, outsourcing and specialized services.
- Advised a mayor telecommunications company in carrying out an overall diagnostic of its internal investigation and labor litigation practices in Mexico.