



Luis Enrique Cervantes Estevez

Contact

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Practices and Sectors

- AML, Anti-corruption and Compliance
- Labor and Social Security

Profile

Luis Enrique has over 20 years of experience advising clients in every aspect of labor, employment, social security, and benefits law. Luis also advises clients on compliance related matters.

Studies:

- Law degree (J.D. equivalent), Escuela Libre de Derecho, Mexico City

His working languages are Spanish and English.

Experience

Luis Enrique has led hiring processes, individual and collective bargaining, executive compensation programs, expat management, pension plans, labor restructures, employment termination, massive lay-offs, complex labor, and employment litigation including strategic defense representing companies in labor claims filed by employees, including expats. He also undertakes due diligence procedures by assessing labor and employment risks and contingencies, providing support in transactional work including mergers and acquisitions.

He guides investigation processes which involve internal interviews and file analysis to identify irregularities within organizations, including labor harassment, sexual harassment, discrimination, retaliation, among others. Following this, Luis oversees report outcomes, steps, and findings, as well as issuing recommendations and advising on execution of disciplinary measures or sanctions.

He has represented clients from several industries and sectors such as telecom, entertainment, automotive, aeronautical, financial, mining, retail, pharma, and healthcare.

Luis Enrique also spent time working abroad for Jackson Lewis in Cleveland, Ohio.

Academic and Publishing collaborations

- The labor chapter of the T-MEC: Keys to prevent the application of the rapid response mechanism, published by LexLatin
- Article: What Mexican labor laws address discrimination against the LGBTIQA+ community?, published by LexLatin
- Article: Modifications to the REPSE: verifications are intensified and heavier fines warned, published by LexLatin
- The Employment Law Review, Mexico Chapter, 12 Edition, published by The Law Review
- The Employment Law Review, Mexico Chapter, 11 Edition, to be published by The Law Review

Professional Organisations

- National Corporate Counsel Association (ANADE)
- International Bar Association (IBA)

Recognition

- Leaders League: Labor & Employment (Highly Recommended)
- Best Lawyers: Corporate Governance and Compliance Practice, Employee Benefit