

# Pérez-Llorca



## Vanessa Flores Rojas

### Contact

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### Profile

A lawyer specialized in Labor Law with over 12 years of experience in individual and collective disputes, litigation processes, contract terminations, and labor consulting. Expertise includes restructuring and compensation processes, individual and collective employment terminations, and corporate labor strategies. Extensive experience in employment relationship termination and executive-level litigation.

Representation of companies in various processes and negotiations from initiation to completion, achieving satisfactory results. Individual litigation representing transnational companies and public agencies.

### Studies:

- Unions Course, Visión Humana, Consultoría y Capacitación, Mexico City
- SUA IMSS Course, Visión Humana, Consultoría y Capacitación, Mexico City
- Diploma in Amparo Proceedings, Supreme Court of Justice of the Nation, Mexico City
- Diploma in the New Labor Process (Labor Reform), Instituto de Posgrado en Derecho, Mexico City
- Seminar on the New Labor Process, Instituto HEBO, Mexico City
- Diploma in Payroll Tax, Social Security, and Infonavit, Instituto de Estudios Avanzados y de Actualización, S.C., Mexico City
- Diploma in Labor Law and Social Security, Centro de Estudios Fiscales S.C, Mexico City
- Law degree (J.D. equivalent), Universidad Mexicana, Mexico City

Her working languages are Spanish and English.

### Experience

She has extensive experience in preventive consultancy in labor and Human Resources matters, specializing in the negotiation of compensations, executive bonuses, pension plans, and social security. She has designed labor strategies for both individual and collective processes, as well as for the establishment of foreign companies in Mexico and startups. Her expertise includes conflict resolution, legal strategy design, employee terminations, contract rescission processes, and conciliation and negotiation procedures.

She possesses solid knowledge of Mexican labor regulations, including the Subcontracting Reform and the Registry for Specialized Services and Specialized Works Providers (REPSE). Additionally, she has managed labor litigation at all stages before local, federal, and labor authorities. Her experience also encompasses labor audits, employer substitution in mergers and splits, and the standardization of procedures for foreign employees, consistently delivering comprehensive and effective solutions for both national and transnational companies.