



ERNESTO DE LA PUENTE

Associate



MEXICO CITY



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EDUCATION

JD

2010, Universidad Nacional Autónoma de México, Mexico.

Specialty in Labor Law

2013, Universidad Nacional Autónoma de México, Mexico.

LL.M.

2015, Universidad Nacional Autónoma de México, Mexico.

Anglo-American Law Program

2017, Southwestern Institute for International and Comparative Law (Dallas, TX)

Negotiation Program

2019, Harvard Law School, Mexico

Master in Industrial and Employment Relations

2023, University of Turin / International Training Centre of the International Labour Organization, Turin, Italy.

LANGUAGES

+ Spanish

+ English

With more than 15 years of professional experience, Ernesto specializes in labor and social security matters.

He provides advice on labor and social security matters, as well as legal representation in litigation cases to important companies in different industries, including pharmaceutical, IT, big data, investment fund management, oil and gas, entertainment, services, and commerce.

His services include labor and social security advisory services to companies starting operations in Mexico, analysis and execution of hiring structures (including specialized subcontracting), audits, benefits analysis, termination of labor relations, employer substitutions and staff transfers; advisory on labor inspections and the application of Official Mexican Standards regarding labor matters, collective bargaining; handling complaints arising from the Rapid Response Labor Mechanism and dispute panels under the USMCA (T-MEC), as well as the interpretation and application of international labor agreements.

RECOGNITIONS



ASSOCIATIONS AND AFFILIATIONS

- + British Chamber of Commerce in Mexico |
Member of the Human Resources Group

INTERNATIONAL EXPERIENCE

- + In 2023 he worked as a visiting associate at Parker Poe Adams & Bernstein, LLP, in Columbia, South Carolina, and Charlotte, North Carolina, USA.