

Luis Ricardo Ruiz Gutiérrez

Senior Counsel
Mexico City

Biography

With almost four decades of experience, Luis is a labor and employment lawyer who has assisted numerous corporations with employment work facility shutdowns. He provides valuable insights to resolving issues involving calling to strike procedures and collective labor litigation, and he leads most of his clients to successful outcomes.

One of the most important parts of Luis's experience regarding collective labor law issues has been implementing negotiations with unions to obtain legal modifications of the working conditions for employees. He has also managed similar activities for non-union employees, including managers and the leadership of different corporations.

In addition to collective labor and employment matters, Luis handles labor and employment consultancies. He has led or contributed to most of the cases for multinational corporations that purchase companies in Mexico and need to transfer employees. Luis analyzes and advises as to the different options available for employee transfer. He also advises multinational corporations that need guidance and support on how to handle labor issues in Mexico, including negotiations with unions.

These negotiations have included the transfer of union employees from one employer to another, the annual review of the collective bargaining agreements,



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Languages

English
French
Spanish

Practices

Employment
Technology Litigation
Our legal work in Latin America

Industries

Aerospace and Defense
Consumer
Automotive and Mobility
Energy and Natural Resources

collective terminations of employment, and negotiations to temporarily suspend employment relationships.

Representative experience

Coca Cola Femsa. Negotiation with Union and implementation closing two working distribution working facilities.

Pfizer. Negotiation with the union for closing a Pfizer's plant in Mexico City.

GE. Oil & Gas Plant Negotiation with the Union for the termination of employment for the closing of a working facility.

Fitesanonwovens. Negotiations with the Union for the annual review of the collective bargaining agreement.

Industrias Montacargas. Negotiation with the Union the review of two different collective bargaining agreements.

MSA de Mexico. Negotiation with the Union the annual review of the collective bargaining agreement.

Coca Cola Femsa. Labor advise to negotiate the restructure of Water and Soda's distribution in Mexico City.

Yoli de Acapulco. Handling of collective termination of employees and legal advice to handle related labor litigation.

Federal Mogul. Negotiation of segmentation of its operation in Mexico.

Dana de Mexico Corporacion. Handling a union certification procedure in a claim for the representation of the union employees.

Dana de Mexico Corporacion. Handling of a calling to strike procedure against a Union for signing a collective bargaining agreement.

Armstrong Laboratorios de Mexico. Negotiations for the annual review of the collective bargaining agreement.

Areas of focus

Food and Beverages

Education and admissions

Education

Law Degree, Escuela Libre de Derecho, 1978

Memberships

Member, Labor Law Commission

Member, Mexican Bar Association (Barra Mexicana Colegio de Abogados)

Pfizer Mexico. Negotiations with the Union for the annual review of the collective bargaining agreement of the Toluca's plant.

Hydril Pressure Control. Negotiation with the Union for the Annual Review of the collective bargaining agreement.

Federal Mogul. Negotiations with Union for the collective bargaining agreement of a new plant in Queretaro.

McCord Payen. Negotiations of the annual review of the collective bargaining agreement for a plant in Naucalpan.

Comercializadora La Pureza de Bebidas. Handling a collective termination of employees in San Luis Potosi.

Coca Cola Femsa. Handling of 60 calling to strike procedures at the Labor Court related to the annual review of the collective bargaining agreements.

Industrias Montacargas. Negotiation with the union the terms and condition of a new collective bargaining agreement.

Awards and rankings

- Labor & Employment (Mexico), *Chambers Latin America*, 2011-2024
- Labor (México), *Legal 500 Latin America*, 2015-2023
- Labor (México), *Latin Lawyer 250*, 2015-2023
- Labor (Mexico), *Latin Lawyer National*, 2020

Latest thinking and events

- News
 - New Reform on labor exploitation
- Insights and Analysis
 - REPSE Renewal is coming up.
- Insights and Analysis
 - Minimum Wage Increase of 20% in Mexico by 2024
- Press releases

- Hogan Lovells announces strong showing in Legal 500 Latin America Guide 2024

- News

- The Mexico Supreme Court issues a criterion regarding the 2021 subcontracting reform and its application.

- News

- The Mexican official standard regarding remote work (home office) NOM-037-STPS-2023 is published.