

Maria (Regina) Regina Torrero Ordaz

Senior Associate
Mexico City

Biography

As a senior associate in the Labor and Employment practice, Regina Torrero focuses on day-to-day labor, employment, and social security consultancy, transactional and due diligence matters, as well as employment restructures.

Regina is also an experienced lawyer representing large and small employers in personnel transfers, homologation of benefits, international assignments and expatriates, and restrictive covenants. She is also experienced in drafting and tailoring top executive packages and handling pension plans, massive redundancies, and employee investigations, including anti-corruption and compliance matters. Regina often represents clients in starting operations and businesses in Mexico, as well as in spin-offs, restructures, and high-profile matters before governmental agencies.

Regina is also committed to human rights, pro bono, and citizenship work. In 2017 the firm recognized her with an award for her valuable dedication to pro bono work.

Before joining Hogan Lovells, Regina handled transactional employment matters at a full-service corporate law firm in Mexico. She obtained her law degree (J.D.) from Universidad Anahuac del Norte in Mexico City in 2015, with an outstanding performance in the law degree general exam. In 2015 she took a



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Practices

Employment

Restructuring and Special Situations

Executive Compensation, Employee Benefits, and Share Incentives

Investigations, White Collar, and Fraud

Litigation Services

Pensions

Our legal work in Latin America

Education and admissions

Education

LL.M. in Business, Law and Management, Universidad Panamericana, 2021

legal English course at Escuela Libre de Derecho. She is currently studying for a Master's Degree in Company Law at Universidad Panamericana, Mexico City.

Representative experience

Constantly involved in international due diligences and cross-border transactions related to labor and social security matters.

Advised several global companies in massive redundancies and closing of certain lines of business.

Represented several companies in sexual harassment investigations, being involved in one-on-one interviews and complex analysis.

Represented clients in employment discrimination cases.

Advised on labor and employment issues in connection with insurance and underwriting mergers.

Successfully represented media client in a complex restructure, including drafting and negotiation of employment conditions for top executives.

Latest thinking and events

- Insights and Analysis
 - REPSE Renewal is coming up.
- Press releases
 - Hogan Lovells sets out upcoming changes and challenges for employers in 2024
- Insights and Analysis
 - Minimum Wage Increase of 20% in Mexico by 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.

Post Graduate Diploma in Corporate Law, Instituto Tecnológico Autónomo de México, 2018

Law Degree, Universidad Anáhuac del Norte, 2015

Legal Studies, Escuela Libre de Derecho, 2015

Bar admissions and qualifications

Mexico

- News
 - Legislative initiative in Mexico to modify working hours to 40 hours per week.