

5th Annual Monterrey Conference

Littler



Thursday, October 3, 2019 | Monterrey, Mexico

Time	Topic	Speakers
8:00 a.m. – 8:45 a.m.	Registration	
8:45 a.m. – 9:00 a.m.	<p>Welcome Remarks</p>	<p>León Rodríguez Office Managing Shareholder, Littler Mexico</p> <p>Stephan Swinkels Shareholder, Littler</p>
9:00 a.m. – 10:45 a.m.	<p>The Labor Law Reform – New Headaches or New Opportunities?</p> <p>The much-awaited labor law reform arrived in Mexico in May 2019 and employers have begun experiencing the law's impact on their ability to manage their workforce on a daily basis. This panel will address, from the standpoint of different industries, the most significant challenges that employers have faced and are expected to face, as well as what the reform represents relative to employer practices on hiring, compensation, outsourcing, termination, union organizing and bargaining, among other topics touching on compliance.</p>	<p>Moderator:</p> <p>David Leal Shareholder, Littler Mexico</p> <p>Speakers:</p> <p>Ignacio Bermudez Associate, Littler Mexico</p> <p>José Guillermo Martínez Associate, Littler Mexico</p> <p>Monica Schiaffino Shareholder, Littler Mexico</p>
10:45 a.m. – 11:00 a.m.	Coffee Break	
11:00 a.m. – 12:00 p.m.	<p>The Challenge of Technology in the Workplace: Biometrics, Employee Surveillance vs. Privacy Rights, Managing Digital Evidence, Among Other Challenges</p> <p>Biometrics, location tracking, microchipping, texting, wearable tech, and even drones are rolling into the workplace at an accelerating pace as employers seek new ways to monitor employees and increase productivity. Recruitment tools powered by artificial intelligence seek to improve the talent acquisition process. Dozens of employers have been surprised by litigation challenging their use of various workplace technologies. How can employers prevent claims of invasion of privacy or discrimination? How should employers manage digital evidence? This presentation explains how technological advances intersect with the law and review how employers can take advantage of the latest technology entering the workplace while minimizing risk.</p>	<p>Moderator:</p> <p>León Rodríguez Office Managing Shareholder, Littler México</p> <p>Speakers:</p> <p>Rogelio Alanís Associate, Littler Mexico</p> <p>Alicia Jiménez Llerena Partner, Littler Peru</p> <p>Renata Neeser Shareholder, Littler U.S./Brazil</p> <p>Yeris Nielsen Partner, Littler Panama</p> <p>Jeremy Roth Co-President and Managing Director, Littler</p>

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<p>12:00 p.m. – 1:00 p.m.</p>	<p>Out of Darkness: Acknowledging and Accommodating Mental Illness in the Workplace</p> <p>Mental illness is a leading cause of disability. As our understanding of mental illness has improved, employment and human rights laws have also improved in their ability to protect those suffering from mental illness. An example is the NOM-035, which will become effective on October this year. Both employees and employers face challenges when navigating mental health accommodations in the workplace. In this session, we will discuss some of the key legal considerations, including whether employers have a duty to inquire and/or accommodate, options to avoid termination, and ways to prevent risks when termination is the only compatible option.</p>	<p>Moderator: Monica Schiaffino Shareholder, Littler Mexico</p> <p>Speakers: Federico Bernal García Partner, Littler Colombia Yeris Nielsen Partner, Littler Panama Estefania Rueda Associate, Littler Mexico Stephan Swinkels Shareholder, Littler Alejandro Trejos Partner, Littler Costa Rica</p>
<p>1:00 p.m. – 1:30 p.m. Coffee Break</p>		
<p>1:30 p.m. – 2:30 p.m.</p>	<p>Luncheon and Special Presentation</p> <p>From the “Judge’s” Bench: A Practitioner’s Report Card on 2018-19 Labor Law Developments in Mexico and Latin America</p> <p>The landscape of Mexico’s labor law is ever changing. The presenters on this panel will look at that landscape in the context of recent important legal developments and rulings by federal and local boards and the judicial branch in Mexico and Latin America.</p>	<p>Moderator: Tania Terrazas Associate, Littler Mexico</p> <p>Speakers: Liliana Acuña Associate, Littler Mexico Federico Bernal García Partner, Littler Colombia Luis Cortés Associate, Littler Mexico Alicia Jiménez Llerena Partner, Littler Peru Renata Neeser Shareholder, Littler U.S./Brazil Alejandro Trejos Partner, Littler Costa Rica</p>
<p>2:30 p.m. – 2:45 p.m.</p>	<p>Closing Remarks</p>	<p>León Rodríguez Office Managing Shareholder, Littler Mexico</p>