



Isaac Corral-Manjarrez

PARTNER

Labor & Social Security

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Isaac Corral has 12 years of experience in Labor and Social Security Law. As advisor of companies, he has developed his practice in labor litigation before the Local Boards of Conciliation and Arbitration, as well as litigation of amparo proceedings before Federal Courts.

His practice is focused on the general consulting of labor and social security matters, as well as drafting of individual and collective bargaining agreements, social welfare plans, internal shop rules, professional practices agreements, mixed commissions formation document, and benefit plans. Implementation of strategies of prevention, defense, litigation negotiation, drafting of conduct and ethics policies, non-compete agreements, working condition and temporary modification agreements.

He has participated in M&A and spin-off projects which entail the reordering of the human resources of the companies involved. Several successful employer substitution processes, arising from the asset transfer between companies. Also participated in collective bargaining with several Mexican Unions.

He also has experience in handling collective economic proceedings, legal audits to the HR areas, administrative proceedings before the Ministry of Work and Social Welfare, diagnose of labor environment for the detection and prevention of negative behaviors affecting productivity, such as discrimination and sexual or labor harassment.

Isaac is specialized in high impact lawsuits initiated by foreign and national executives, as well as expatriates, which imply high contingencies for companies. Constant collaboration with US attorneys, in his capacity as Mexican labor specialist, in fraudulent lawsuits submitted before US Courts by personnel of US companies which demand from the Mexican affiliates the payment of severance and benefits, trying to get a double economic benefit, since they request the unemployment insurance in the US and indemnity payments in Mexico.

Relevant Matters

- _ Represented several transnational companies in audit proceedings and labor restructure, obtaining the resource optimization, productivity increase, cost reduction and elimination of labor contingencies.
- _ Provide advice to an innovative business incubator, solely in Northern Mexico, optimizing and modernizing labor relationships through the implementation of a philosophy of legal compliance through electronic devices.
- _ During the last year, he has provided advice to several companies with foreign investment, regarding strike calls, stoppages and labor protests.

Recognitions and Memberships

- _ Speaker in the Seminar on Building Business Relationships in Mexico, hosted by the Transportation Consumer Protection Counsel, Orlando, Florida, April 1998.
- _ Seminar on Harmonization Efforts in Transportation Law and Customs in NAFTA, I.Q., 1996.
- _ Participant in the Conference, Intelligent Business Strategies, hosted by the AIM/USA, Chicago, Illinois, March 1996.
- _ Speaker in the Seminar on NAFTA and Harmonization of Laws and Commercial Practice, hosted by the Hispanic National Committee, Phoenix, Arizona, 1995.
- _ Participant in the Seminar on Mexico's Infrastructure and Transportation Policies, Doing Business Abroad Series, Eight Edition, hosted by the University of Ottawa, November 1994.
- _ Announcer in the Seminar on Law Uniformity Process and Free Trade, hosted by the Latin America Studies, University of Arizona, 1994.
- _ Speaker in the Seminar on International Transportation between the NAFTA Countries, hosted by the North America Committee on Surface Transportation Law and Practice, San Francisco, California, November 1993.
- _ Speaker and panelist in the Seminar Disparities in the Law and Practice on Surface Transportation between Mexico and the United States, hosted by the Center for the New West, San Antonio, Texas, April 1993.
- _ Member of INDEX Nacional's Labor Committee.
- _ Member of INDEX Nacional's USMCA Labor Compliance Task Group.

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Education

- _ Law Degree, Universidad Autónoma de Ciudad Juárez.
- _ Diploma in Corporate Law, Universidad Autónoma de Ciudad Juárez.
- _ Diploma in Labor Law, Universidad Autónoma de Ciudad Juárez.

Languages

Spanish and english.

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