



## **Gustavo Carrillo Leyva**

### **ASSOCIATE**

#### **Labor & Social Security**

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Gustavo is a specialist in Individual Labor Law with more than 16 years of experience both in private practice and as a public official of Conciliation and Arbitration Boards. He joined the firm in 2020.

Gustavo's practice focuses on labor matters by advising clients in the structuring of their human resources departments from a legal perspective. He assists them in the drafting of labor documents, such as contracts, internal regulations, policies, guidelines, termination, and liquidation agreements, among others, which allows the client to mitigate risks in the relationship with their employees and with local and federal labor authorities.

He has extensive experience in the implementation of termination procedures, as well as in the negotiation of severance and dismissal packages, in addition to representing companies from various industries in individual labor litigation, local and federal labor trials, and in Habeas Corpus (Amparo) trials throughout Mexico.

Gustavo has 14 years of experience as a public official in different positions at the Local Conciliation and Arbitration Board in Ciudad Juárez. This allows him to have a unique perspective in the development of labor trials, in the preparation of legal documentation for the prevention of labor conflicts and litigation, in the compliance of personal documentation requirements, in the elaboration of labor contracts, as well as in negotiations, attention, advice and support in the termination of contracts, elaboration of termination contracts, follow up of local and federal labor trials, and in Amparo trials.

## Recognitions and Memberships

Member of the National Association of Corporate Lawyers (ANADE). Ciudad Juárez Chapter.

## Education

Universidad Autónoma de Ciudad Juárez, Law Degree in 2012.

Specialty Diploma in Labor Law and Labor Justice (Consejo de la Judicatura Federal, 2021).

Labor Justice Reform Awareness Seminar organized by the Federal Judiciary Council in Ciudad Juárez (2019).

Specialization Seminar on Labor Justice organized by the Federal Judiciary Institute (2020).

"First and Second World Congress on Labor Law, Social Security and Productivity" organized by the Ministry of Labor and Social Welfare and the International Labor Organization (2015).

## Governmental Service

Executor Minister, Secretary of Agreements, Auxiliary President and Dictaminers at the Local Conciliation and Arbitration Board in Ciudad Juárez (14 years).

## Languages

Spanish.

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