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The strategic legal partner for powering your business in Mexico

Javier Canseco Malloy

PARTNER

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Javier Canseco has represented foreign investors doing business in Mexico for more than 40 years, including numerous Fortune 500 companies. His practice focuses on Labor and Employment Law, labor-related aspects of the USMCA/T-MEC, corporate compliance, and business law.

He advises multinational companies on a broad range of labor and employment matters, including labor litigation, union relations, collective bargaining negotiations, labor compliance, executive compensation and benefits, workforce restructurings, mergers and acquisitions, business immigration, executive transfers, labor audits, and the implementation of preventive labor strategies.

Javier is widely recognized for his experience in complex labor relations matters arising from Mexico's labor reform and the USMCA/T-MEC framework, including union organizing campaigns, collective bargaining agreement legitimization processes, representation disputes, freedom of association issues, and matters involving the Rapid Response Labor Mechanism (RRLM).

A significant portion of his practice involves conducting and leading sensitive internal investigations arising from ethics hotline complaints and compliance reports. He regularly investigates allegations of workplace harassment, sexual harassment, discrimination, retaliation, conflicts of interest, fraud, misconduct by executives, violations of company policies, and other workplace-related complaints. He advises clients on the design and implementation of investigation protocols, corrective actions, risk mitigation strategies, and compliance programs.

Javier also counsels multinational companies facing labor crises, government inspections, union disputes, and cross-border labor compliance matters, helping clients navigate interactions with Mexican labor authorities, unions, and stakeholders while minimizing legal, operational, and reputational risks.

He is known for his practical and business-oriented approach, providing efficient solutions to complex labor and employment challenges. His objective is not only to resolve disputes when they arise, but also to help clients anticipate and prevent labor risks through proactive counseling and strategic planning.

Javier has been consistently recognized as one of Mexico's leading labor and employment lawyers by Chambers Latin America, The Legal 500, and Best Lawyers.

He has extensive experience advising companies in the manufacturing, automotive, aerospace, maquiladora, industrial, mining, food & beverages sectors throughout Mexico.

Education

- Law Degree, Universidad Nacional Autónoma de Mexico (1979-1983).
- At the University of California Davis he studied in the Orientation in US Law / Structuring an International Joint Venture program (2014).
- Foreign Associate in the Chicago Ill. office of the firm Foley & Lardner (1988).

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Relevant Matters

- Advised on the reduction of the labor force of companies in the aeronautical and automotive industries.
- Handled major projects involving outsourcing.
- Represented clients in negotiations with unions regarding collective bargainingagreements and the modification of working conditions.
- Represented clients in matters involving the termination of executives and transfer ofexpatriates.
- Represented clients in complex employer substitutions.
- Advised on general labor litigation matters.
- Advised three large german automotive companies to set up their facilities in Guanajuato and Queretaro for more than 100 million dollars.
- Represented a large truck manufacturing company to establish a plant in Mexico.

Recognitions and Memberships

- Member Queretaro Bar Association.
- Member US – Mexico Bar Association.
- Recognized by Chambers Latin America as one of the Leading Labor Lawyers in Mexico (2015-2025).
- Recognized by The Legal 500 and Best Lawyers as one of the Leading Labor Lawyers in Mexico. (2015-2025).

Languages

Spanish and English

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