

## Estefania Rueda Garcia

Associate

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### Overview

Estefania Rueda Garcia advises international and national companies in a range of employment law and labor matters. Her work includes performing labor audits, outsourcing matters, reviewing collective bargaining agreements and developing and implementing strategies for collective bargaining. She also counsels employers regarding terminations of employment, new hires and outsourcing.

Estefania advises international companies regarding collective and individual relationships and disputes. She prepares, analyzes and modifies individual employment agreements, collective bargaining agreements, internal labor regulations and employer-employee committees. Estefania analyzes and adapts global policies to the national legal framework, and develops training programs for employees in Mexico. She advises clients and addresses inspections on training, general working conditions, profit sharing and health and safety reviews conducted by the Ministry of Labor. Estefania also counsels employers regarding privacy data matters and compliance with the respective laws, develops strategies to solve discrimination claims before the National Council to Prevent Discrimination (CONAPRED), and provides training sessions on antidiscrimination, antiharassment and prevention of psychosocial factors.

Estefania interned in Littler's New York office, where she participated in investigation processes and attended workers' compensation and arbitration hearings. Estefania previously served as a law clerk to the Public Notary of Mexico City. She has completed a diploma course on Personal Data Protection at the Universidad Panamericana in Mexico.

### Recognition

- Awarded, First Place, *Octavio Paz National Contest*, 2009

### Education

Law Degree, Universidad Anáhuac México Norte, MX, 2014, *Honors*

## Bar Admissions

Mexico

## Languages

Spanish

English

## Publications & Press

**Littler México Lanza La Herramienta Littler | Encuesta NOM-035 Para Ayudar A Los Empleadores En El Cumplimiento De Obligaciones**

*Littler Press Release*

July 27, 2020

**Littler Mexico Launches NOM-035 Survey Tool to Assist Employers with Compliance**

*Littler Press Release*

July 27, 2020

**Employment Law in Telework**

*Tirant Lo Blanch*

April 17, 2020

**Restricciones de la Frontera de México-Estados Unidos Ante el COVID-19**

*Littler ASAP*

March 21, 2020

**U.S.-Mexico Border Crossing Restrictions Amid the COVID-19 Crisis**

*Littler ASAP*

March 21, 2020

**Federal Labor Law with Comments**

*Tirant Lo Blanch*

October 1, 2019

## Speaking Engagements

**Trabajo de las mujeres: Evolución, derechos y retos, para garantizar igualdad salarial y un ambiente laboral libre de acoso y discriminación**

March 8, 2021

**Reforma de teletrabajo en México**

January 19, 2021

**Contratación de personal temporal y terminaciones laborales por medios virtuales**

October 21, 2020

**Nuevas obligaciones derivadas de la NOM-035**

September 22, 2020

**Administración de la seguridad de los empleados en el nuevo entorno laboral (bioseguridad)**

June 4, 2020

**Employment Law in Telework**

Tirant Lo Blanch

April 17, 2020

**5a Conferencia Anual en Monterrey**

Hotel Sheraton Monterrey Ambassador Monterrey, Nuevo León

October 3, 2019

**Fifth Annual Conference in Monterrey**

Monterrey, NLE

October 3, 2019

**5a Conferencia Anual en Ciudad de México**

Hacienda de los Morales Ciudad de México

October 2, 2019

**Fifth Annual Conference in Mexico City**

México City

October 2, 2019

**International #MeToo, #StandUp and Transformative Technologies in the Workplace**

Seattle, WA

December 4, 2018

**Cuarta Conferencia Anual en Monterrey**

Monterrey, NLE

November 15, 2018

**Fourth Annual Conference in Monterrey**

Monterrey, NLE

November 15, 2018

**Cuarta Conferencia Anual en Ciudad de México**

México City

November 14, 2018

**Fourth Annual Conference in Mexico City**

México City

November 14, 2018

**Second Annual Mexico Conference - Mexico City**

México City

October 5, 2016

**Segunda Conferencia Anual en México - Ciudad de México**

México City

October 5, 2016