



Jorge Armando Rodríguez

Torres

Associate

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Focus Areas

Employee Benefits

Hiring, Performance Management and Termination

Labor Management Relations

Policies, Procedures and Handbooks

Audit Services

Overview

Jorge Armando Rodríguez Torres has experience in labor law consulting, advising both domestic and foreign companies. Armando provides support to the human resources and labor relations departments of corporations, as well as elaboration of legal opinions on outsourcing diagnoses, restructuring and transfer of employees, due diligence reports for potential mergers and acquisitions, NOM-035, NOM-037 and others.

He has experience with hiring schemes under the telework modality, vacations, and the implementation of the main reforms from 2012 to 2024. Additionally, Armando advises organizations regarding review of profit sharing calculations, modification of working conditions, expatriates, temporary employees, and labor audits. He assists with planning of strategies for labor terminations and drafting of contracts in their different modalities. Armando also provides attention and follow-up to Labor Inspections practiced by the Ministry of Labor and Social Welfare to work centers in terms of general working conditions, safety and hygiene, training, and education.

Previously, Armando was one of the 42 selected in the 10th Youth Parliament in the Congress of the State of Nuevo Leon, carrying out functions as youth Congressman for 3 consecutive days discussing law initiatives. He promoted an Initiative

for Amendment and Addition to the Criminal Code of the State of Nuevo Leon, reforming and Adding the Chapter of Sexual Harassment.

Professional and Community Affiliations

- Member, National Association of Corporate Lawyers (ANADE) Nuevo León, 2021-present
- Technical Coordinator of the Labor Committee, National Association of Corporate Lawyers (ANADE) Nuevo León

Recognition

- State Winner, Oral Commerce Litigation Contest, *Judiciary of the State of Nuevo León*, 2018

Education

Law Degree, Universidad de Monterrey, MX, 2021

Bar Admissions

Mexico

Languages

Spanish

English