

Tania Terrazas Arnaldo

Shareholder

Park Plaza - Torre 1, Av. Javier Barros

Sierra No. 540 - Piso 7

Del. Álvaro Obregón, Col. Santa Fe

México City CP 01210 Mexico

main: +52 55.5955.4500

direct: +52 55.5955.4506

tterrazas@littler.com



Focus Areas

Labor Management Relations

Global Mobility and Immigration

Employee Benefits

Hiring, Performance Management and Termination

Policies, Procedures and Handbooks

Overview

For more than a decade, Tania Terrazas has been advising national and international companies on labor issues including compensation and benefits, termination processes, employer substitutions, international assignments and immigration matters. She also conducts customized training for executives and employees on labor-related issues including company policies, codes of conduct and best practices.

She assists employers with bonus and incentive plans, internal policies and regulations, codes of conduct and employee handbooks, pension plans, written warnings and fact finding reports, confidentiality agreements, compliance and data privacy, among others. She also conducts investigation processes, due diligence, labor restructuring and business and employee transfers. Her experience includes drafting individual and collective agreements and negotiating with union leaders.

Tania has published several articles about Mexican labor law developments and speaks on these topics at international labor conferences and webinars. In addition to her law degree, Tania is currently completing her master's degree in labor law.

Recognition

- Named, Associates to Watch, *Chambers and Partners Latin America*, 2018

Education

Law Degree, Universidad Anáhuac Querétaro, MX, 2011, *With Honors*

Bar Admissions

Mexico

Languages

Spanish

English

Publications & Press

Littler Attorneys in Three Countries Named to 2022 Best Lawyers™ Lists

Littler Press Release

December 6, 2021

Littler Announces New Shareholders and Principals Elevating 26 Attorneys

Littler Press Release

January 4, 2021

Littler Global Guide - Mexico - Q1 2020

Littler Global Guide Quarterly

April 15, 2020

Mexico: Declarations of Sanitary Emergency and Extraordinary Actions are Issued in Light of COVID-19

Littler ASAP

April 1, 2020

México: Se emite declaratoria de emergencia sanitaria y acciones extraordinarias en virtud del COVID-19

Littler ASAP

April 1, 2020

Littler Global Guide - Mexico - Q2 2019

Littler Global Guide Quarterly

July 17, 2019

Mexico Adopts Care Leave for Parents of Children with Cancer

Littler ASAP

June 5, 2019

México Adopta Licencia por Cuidados Médicos para Padres de Niños con Cáncer

Littler ASAP

June 5, 2019

Littler Global Guide - Mexico - Q4 2018

Littler Global Guide Quarterly

January 16, 2019

Se confirman Salarios Mínimos y Áreas Geográficas

Littler ASAP

December 27, 2018

Mexico's New Minimum Wages and Geographical Zones Confirmed

Littler ASAP

December 26, 2018

Mexico Increases the General Minimum Wage and Creates a New Economic Wage Zone for Municipalities Neighboring the Northern Border

Littler ASAP

December 18, 2018

México Aumenta el Salario Mínimo General y Crea una Nueva Zona Económica Salarial para los Municipios Vecinos de la Frontera Norte

Littler ASAP

December 18, 2018

Littler Global Guide - Mexico - Q4 2017

Littler Global Guide Quarterly

January 19, 2018

Mexico: Nuevos Lineamientos sobre el Sistema para que los Empleadores Auto-Informen Electrónicamente el Nivel de Cumplimiento con la Legislación Laboral

Littler ASAP

December 19, 2017

Mexico: New Guidelines on Online System for Employers to Self-Report Compliance with the Labor Law

Littler ASAP

December 19, 2017

Mexico: INFONAVIT Implements Support Measures for Employers and Employees Located in the Various Mexican States Impacted by the Recent Earthquakes

Littler ASAP

October 5, 2017

México: Medidas de Apoyo a Empresarios y Trabajadores con domicilio en diversos Estados de la República declarados en desastre natural por los recientes terremotos

Littler Insight

October 5, 2017

Littler Ranks in The Legal 500 Latin America 2017 and Chambers and Partners Latin America 2018 Guides

Littler Press Release

September 22, 2017

Dictamen sobre la iniciativa de decreto por el que se reforman y adicionan diversas disposiciones de la Constitución Política de los Estados Unidos Mexicanos, en materia de Justicia Laboral

Littler ASAP

October 17, 2016

Mexico: Senate Approves Initiative to Amend Labor Justice Provisions of Mexican Constitution

Littler ASAP

October 17, 2016

México: Reforma a la Ley del INFONAVIT Establece Nuevas Obligaciones en la Subcontratación

Littler ASAP

June 23, 2015

Mexico: New Outsourcing-Related Obligations in Amendment to INFONAVIT Law

Littler ASAP

June 23, 2015

México: Reforma la Edad Mínima para Trabajar

Littler ASAP

June 22, 2015

Mexico: Amendments to the Legal Working Age

Littler ASAP

June 22, 2015

New Immigration Procedures to Obtain Work Visas for Foreign Nationals Working in Mexico

Littler Insight

February 14, 2013

Nuevas Disposiciones en Materia Migratoria para la Autorización de Visas de Trabajo para Extranjeros en México

Littler Insight

February 14, 2013

Speaking Engagements

Teletrabajo: La evolución de los retos y áreas de oportunidad en el Teletrabajo en Iberoamérica

September 21, 2021

Teletrabajo y regreso a la nueva normalidad: Estrategias para la prevención de riesgos

April 20, 2021

Reestructuraciones Empresariales en Tiempos del COVID

September 10, 2020

Retos laborales después del COVID-19

June 3, 2020

Fifth Annual Conference in Monterrey

Monterrey, NLE

October 3, 2019

5a Conferencia Anual en Monterrey

Hotel Sheraton Monterrey Ambassador Monterrey, Nuevo León

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

Sexto Foro Regional de Derecho Laboral

Panama City

September 20, 2019

Fourth Annual Conference in Mexico City

México City

November 14, 2018

Cuarta Conferencia Anual en Ciudad de México

México City

November 14, 2018

You're Fired! An Apples-to-Apples Comparison of the Employee Dismissal Process Across Key International Jurisdictions

February 27, 2018

New Legal Developments in North America – Canada, Mexico and the U.S.

June 27, 2017

Inaugural Canada Conference

Toronto, ON

November 21, 2016

Littler Global Mexico Conference

W Mexico City Calle Campos Elíseos 252, Miguel Hidalgo, Polanco, 11560 Mexico City, D.F., Mexico

November 11, 2015

Littler Global Primera Conferencia en México y Monterrey

W Ciudad de México Calle Campos Elíseos 252, Miguel Hidalgo, Polanco, 11560 México, Distrito Federal

November 11, 2015

Littler Global Primera Conferencia en México y Monterrey

NH Collection Monterrey Av. José Vasconcelos 402, Valle de Santa Engracia, 66268 San Pedro Garza García, NL, México

November 10, 2015

Littler Global Mexico Conference

NH Collection Monterrey Av. José Vasconcelos 402, Valle de Santa Engracia, 66268 San Pedro Garza García, NL, Mexico

November 10, 2015