



Littler

# ENVISION WORK



## 2024 MEXICO EMPLOYER CONFERENCE | MEXICO CITY | NOVEMBER 6, 2024

8:15 a.m. – 8:55 a.m.

### Registration

8:55 a.m. – 9:00 a.m.

### Welcome

9:00 a.m. – 10:15 a.m.

### Legalization of marijuana in Mexico: What we need to know about the use of cannabis in the workplace

Given the various news, opinions and publications in the media and social networks about the so-called “legalization of marijuana” in Mexico, it is important to establish precisely what is the legal framework in which we currently find ourselves regarding the use of cannabis, as well as the challenges faced by employers to maintain a safe workplace, free of discrimination and in compliance with the applicable legal provisions.

In this presentation we will discuss the labor, criminal and health impacts that this issue may present in our workplaces.

**Speakers:** [Rogelio Alanis](#) | [Guillermo Harold Barria García](#) | [Edgar Eduardo González Rodríguez](#)

10:15 a.m. – 11:30 a.m.

### The use of Artificial Intelligence in Human Resources: Too good to be true?

The use of artificial intelligence (AI) has become increasingly common in recent years in different aspects of our lives, including the workplace. While automating various activities in recruitment and selection processes as well as in personnel management, sounds tempting due to lower costs for companies, there are some risks related to the proper use of candidates’ and employees’ personal data, potential discrimination risks and others that merit further analysis.

Join this panel with our Littler attorneys in the U.S. and Mexico, who will reveal the fine print of using AI for HR purposes and its proper implementation.

**Speakers:** [Estefanía Rueda](#) | [Erick Fernandez](#)

11:30 a.m. – 11:45 a.m.

## Coffee Break

11:45 a.m. – 1:00 p.m.

## Global Incentive Programs: Challenges and Opportunities in Mexico

Multinational companies usually implement incentive programs for their executives in all their global operations, usually drafted based on U.S. legislation. The objective is to incentivize executives in the same way and with the same formula, regardless of the country where they reside. However, local implications and requirements are often not considered, and it is not until a major conflict arises that companies analyze such plans under Mexican legislation.

Join us and review with our lawyers the main aspects to consider when implementing global incentive plans, learn about the risks and their recommendations so that your company is better protected.

**Speakers:** [Tania Terraza](#) | [Jorge Alexis Hernández](#) | [León Rodríguez](#)

1:00 p.m. – 2:15 p.m.

## Active Collection of the Mexican Institute of Social Security (*Instituto Mexicano del Seguro Social, "IMSS"*)

The social security authorities have modernized their auditing powers. Therefore, the constant review of IMSS processes, calculations and criteria are a key issue for any company wishing to properly comply with its tax obligations and avoid penalties.

In this presentation, we will explore in depth how and when the social security authorities can exercise their power to review companies' accounting to verify compliance with labor and tax laws. Knowing the rights and obligations of employers is essential to be prepared for an audit or tax review.

**Speakers:** [David Leal](#) | [David Barrios](#)

2:15 p.m. – 3:15 p.m.

## Lunch

3:15 p.m. – 3:30 p.m.

## What to expect from the US elections

Quick predictions for cross-border employers from yesterday's EEUU elections.

**Speaker:** [Jeremy Roth](#)

3:30 p.m. – 4:45 p.m.

## Do I really need a Corporate Compliance Program?

In the midst of political chaos and with so many labor and tax reforms, and a myriad of Mexican Official Standards, it is easy to lose sight of some priorities such as the correct adoption and implementation of your Corporate Compliance Program. Surely the parent company has issued it, but let's not forget to take the last step and consider the subsidiary in Mexico. Join us to discuss what a Corporate Compliance Program is, its objectives, and why it is important not only for the Company but for the Company's employees.

**Speakers:** [Monica Schiaffino](#) | [Moisés Castro Pizaña](#) | [Daniela Falfán](#)

4:45 p.m. – 5:45 p.m.

### One more and we are off

We invite our guests to bring practical questions they would like to discuss with our partners.

Our attorneys will discuss the latest labor standards in a simple and practical way and what they mean for the day-to-day operations of your organization.

**Speakers:** [Monica Schiaffino](#) | [León Rodríguez](#) | [Luis Cortés](#)

5:45 p.m.

### Cocktail reception