



Littler

Powering the Future Workplace

The 2026 Regional Employer Conference

MEXICO REGIONAL EMPLOYER | MEXICO CITY | OCTOBER 1, 2026

9:15 a.m. – 9:55 a.m.

Registration

9:55 a.m. – 10:00 a.m.

Welcome Remarks

10:00 a.m. – 11:10 a.m.

The Road to 40 Hours: Workforce Strategy, Productivity and Risk Management

The reduction of the standard workweek to 40 hours, effective January 1, 2027, will reshape how employers organize work, manage productivity, and address labor costs. This panel will explore the practical implications of the new framework, including workforce planning, scheduling, operational coverage, absence and vacation management, compliance with the new overtime rules, and business continuity.

Panelists will discuss lessons learned from organizations preparing for the transition and strategies for building sustainable and competitive workplace models through the phased implementation of the 40-hour workweek through 2030.

11:10 a.m. – 12:20 p.m.

The Expanding Employer Obligations: Wellness, Disconnection and Psychological Safety

Since 2018, the concept of workplace health has evolved to ensure employee well-being across mental, psychosocial, physical, and psychological dimensions. In this panel, we will examine the evolving workplace requirements and compliance challenges related to NOM-035, workplace violence prevention, seating requirements, and the right to digital disconnection.

12:20 p.m. – 12:40 p.m.

Coffee Break

12:40 p.m. – 1:50 p.m.

The Executive Triangle: Balancing Cost, People and Risk

Human Resources aims to protect people. Finance seeks to control costs. Legal strives to mitigate risk. While all three are working toward the same organizational goals, they often approach challenges from different perspectives. In this panel, senior executives from multinational companies will share real-world experiences on aligning priorities, navigating competing interests, and building effective partnerships across functions.



We will discuss what each function expects from the others, how organizations can manage the natural tensions that arise in decision-making, and the practical actions that help transform these functions into trusted strategic business partners.

1:50 p.m. – 3:00 p.m.

Lunch

3:00 p.m. – 4:10 p.m.

The New Labor Justice System in Practice: Perspectives from the Bench

How are labor disputes evaluated in today's labor courts? What procedural and evidentiary issues most frequently arise in employment litigation? In this panel, labor court judges and practitioners will share perspectives on the operation of the labor justice system, common challenges encountered during proceedings, and recent developments affecting workplace disputes. Attendees will gain insight into evolving litigation trends and considerations that may assist employers in strengthening compliance, prevention, and risk-management efforts.

4:10 p.m. – 5:20 p.m.

From Baby Boomers to Gen Z: What Employees Want and How Collective Bargaining Is Evolving

Workers' priorities are shifting, and with them, the ways in which talent is represented and managed. As unions face the challenge of representing an increasingly diverse and multigenerational workforce, companies are seeking to meet new expectations regarding flexibility, well-being, professional development, and quality of life — all without sacrificing competitiveness or productivity. Join us for a conversation between union leaders and HR executives as we examine how workers' needs are evolving, the challenges facing both sides, and the issues that will shape the future of collective bargaining.

5:20 p.m. – 5:30 p.m.

Coffee Break

5:30 p.m. – 6:40 p.m.

The Perfect Record Doesn't Exist... but the Screenshot Doesn't Lie, Either. Or Does It?

In a world where a screenshot can trigger litigation, regulatory investigations, social media scrutiny, or reputational harm, determining whether evidence is authentic has become a strategic business imperative. Emails, WhatsApp messages, Teams conversations, recordings, social media posts, videos, AI-generated content, and screenshots now play a central role in internal investigations and labor disputes. Yet as technology makes it easier to edit content, generate synthetic information, and access data, the key questions extend beyond what happened to whether the evidence is authentic, how it was obtained, and whether it is legally admissible.

This panel will examine the challenges organizations face in documenting employment decisions, preserving digital evidence, protecting employee privacy, and building robust case files in an environment where corporate reputation, artificial intelligence, and technology can be as influential as the law itself. We will also explore the role of notaries, forensic experts, and government authorities in validating electronic evidence, as well as the legal risks associated with evidence that has been manipulated, altered, or improperly obtained.

7:00 p.m.

Cocktail Reception