

Rogelio (Roger) Alanis Robles

Shareholder

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Focus Areas

Immigration and Global Mobility

Discrimination and Harassment

Audit Services

Investigations

Training - Compliance, Ethics, Leadership

Overview

Rogelio (Roger) Alanis Robles' experience in labor matters spans over fifteen years, in which he has advised domestic and international companies doing business in Mexico, helping them navigate the everchanging Mexican legal framework.

He is fluent in Spanish and English and has coordinated many international projects within Latin American jurisdictions, serving as liaison with U.S.-based corporate offices.

Roger focuses on complex advice and strategic consulting in:

- Employment
- Collective matters (unions and traditional labor)
- International assignments
- Subcontracting
- Immigration
- Workplace investigations
- Discrimination and harassment claims

Roger is also the Firm's Head of Immigration for Mexico, helping international clients tailor strategies for expatriates, both from an immigration and employment perspectives.

Being a passionate speaker, Roger constantly provides client training in, among others, labor, employment, and discrimination and harassment in the workplace, in both English and Spanish.

He continuously tracks and writes about new law developments, which led him to co-chair, since 2015, the Legislative Update committee in the Human Resources Association in Southwest Coahuila, an important business chamber in northern Mexico.

He has authored and co-authored several publications and has participated as a speaker in several seminars and lectures regarding Mexican labor and employment matters, nationally and internationally.

In 2018, Roger was an instructor for the Labor Law Specialization program for judicial officers, developed by the Judicial Council for the State of Nuevo Leon.

As of late 2021, he splits his time between Littler's Monterrey and Saltillo offices.

Before joining Littler, Roger worked at the General Consulate of Mexico in Dallas, Texas, where he assisted in labor, immigration, criminal and human rights matters.

Recognition

- Named, Prominent Student, Advanced Learning Program for High Achievement (ALPHA), *Tecnologico de Monterrey*

Education

B.A., Instituto Tecnológico y de Estudios Superiores de Monterrey, 2012

Bar Admissions

Mexico

Languages

Spanish

English

Publications & Press

Littler Elevates 26 Attorneys to Shareholder to Kick Off the New Year

Littler Press Release

January 2, 2024

Littler Attorneys Named to 2024 Best Lawyers™ List in Mexico

Littler Press Release

December 7, 2023

Littler Global Guide - Mexico - Q1 2022

Littler Global Guide Quarterly

April 18, 2022

Venezolanos necesitarán Visa para ingresar a México a partir del 21 de Enero de 2022

Littler ASAP

January 12, 2022

Venezuelans Will Need a Visa to Enter Mexico as of January 21, 2022

Littler ASAP

January 12, 2022

Littler Abre Tercera Oficina En México Con Sede En Saltillo

Littler Press Release

December 21, 2021

Littler Opens Third Office in Mexico with Saltillo Location

Littler Press Release

December 21, 2021

México: ¡Se publicó la reforma en materia de subcontratación!

Littler ASAP

April 24, 2021

Mexico: Subcontracting Reform Has Been Published!

Littler ASAP

April 24, 2021

Littler Global Guide - Mexico - Q4 2020

Littler Global Guide Quarterly

February 26, 2021

Mexico's President Introduces Proposed Subcontracting Reform

SHRM Online

November 20, 2020

El Presidente de México presenta iniciativa de reforma en materia de subcontratación, que tendrá un impacto importante en los negocios

Littler ASAP

November 16, 2020

Mexico's President Introduces Proposed Subcontracting Reform with Important Implications for the Business Community

Littler ASAP

November 16, 2020

México: Secretarías de Salud y de Trabajo y Previsión Social publican la Guía de Acción para los Centros de Trabajo ante el COVID-19

Littler ASAP

March 21, 2020

Mexico: Ministries of Health and Labor Issue Action Guide for Workplaces against COVID-19

Littler ASAP

March 21, 2020

Mexico's Ministry of Labor and Social Welfare Releases Model Protocol to Address and Eradicate Workplace Violence

Littler ASAP

March 16, 2020

Presenta la STPS el modelo de Protocolo para Prevenir, Atender y Erradicar la Violencia Laboral

Littler ASAP

March 16, 2020

Be Prepared: Mexico Making Big Labor Law Changes

The HR Agenda

March 16, 2020

Littler Global Guide - Mexico - Q4 2018

Littler Global Guide Quarterly

January 16, 2019

México: Aprueba el Senado proyecto de reforma sobre flexibilidad de la jornada para padres trabajadores

Littler ASAP

December 19, 2018

Mexico: Senate Passes Bill Granting School-Related Leave to Working Parents

Little ASAP

December 19, 2018

Little Global Guide - Mexico - Q3 2018

Little Global Guide Quarterly

October 11, 2018

Mexican Senate Approves the Ratification of Measure Impacting Labor-Management Relations

Little ASAP

September 27, 2018

El Senado mexicano aprueba la ratificación del Convenio 98 de la Organización Internacional del Trabajo

Little ASAP

September 27, 2018

Little Global Guide - Mexico - Q2 2018

Little Global Guide Quarterly

July 20, 2018

Mexico: New Interpretation of Anti-Laundering Law Provision Regarding Outsourcing

Little ASAP

November 4, 2016

México: SHCP publica interpretaciones de la Ley Anti-Lavado con relación a la subcontratación laboral

Little ASAP

November 4, 2016

Mexico: Residents of Colombia, Chile and Peru Are No Longer Required to Hold a Visa to Travel to Mexico, Effective July 1, 2016

Little ASAP

May 18, 2016

México: Residentes de Colombia, Chile y Perú no requerirán visa para viajar a México a partir del 01 de julio de 2016

Little ASAP

May 18, 2016

México: Suprema Corte de Justicia de la Nación resuelve sobre constitucionalidad de limitar salarios caídos en juicios laborales

Little ASAP

January 28, 2016

Mexico: Supreme Court Upholds Constitutionality of Cap on Back Wages for Employment Disputes

Littler ASAP

January 28, 2016

Critical Employment Law Issues to Consider When Doing Business in LATAM

Latin American Briefings

July 1, 2014

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

Nueva Ley Federal Anticorrupción en Contrataciones Públicas

Littler Insight

June 13, 2012

Mexico's New Federal Anti-Corruption in Public Contracts Law

Littler Insight

June 13, 2012

Speaking Engagements

2024 Conferencia Anual de Littler México - Ciudad de México

Ciudad de México, CDMX

November 6, 2024

2024 Mexico Employer Conference

Ciudad de México, CDMX

November 6, 2024

2023 Conferencia Anual de Littler México - Monterrey

San Pedro Garza García, NL

October 10, 2023

Efectos de la propuesta de reforma en materia de subcontratación

November 24, 2020

Nueva normalidad: Trabajo a distancia y COVID-19 en los Centros de Trabajo

October 8, 2020

La Nueva Realidad: El teletrabajo llevo para quedarse

September 24, 2020

Reestructuración de costos basado en la terminación de contratos de trabajo / Planes de retiro

May 28, 2020

Fifth Annual Conference in Monterrey

San Pedro Garza García, NL

October 3, 2019

5a Conferencia Anual en Monterrey

Hotel Sheraton Monterrey Ambassador Monterrey, Nuevo León

October 3, 2019

La Nueva Reforma a la Ley Federal del Trabajo en México: ¿Cómo afectará a su empresa?

May 21, 2019

The New Federal Labor Law Reform in Mexico: How Will it Affect Your Company?

May 21, 2019

Cuarta Conferencia Anual en Monterrey

San Pedro Garza García, NL

November 15, 2018

Fourth Annual Conference in Monterrey

San Pedro Garza García, NL

November 15, 2018

Third Annual Conference in Mexico City

Ciudad de México, CDMX

September 27, 2017

Tercera Conferencia Anual en Ciudad de México

Ciudad de México, CDMX

September 27, 2017

Tercera Conferencia Anual en Monterrey

San Pedro Garza García, NL
September 26, 2017

Third Annual Conference in Monterrey

San Pedro Garza García, NL
September 26, 2017

Second Annual Mexico Conference - Monterrey

San Pedro Garza García, NL
October 4, 2016

Segunda Conferencia Anual en México - Monterrey

San Pedro Garza García, NL
October 4, 2016

Littler Global México Conference

Mexico City, MX
November 11, 2015

Littler Global Mexico Conference

Monterrey, MX
November 10, 2015

Employment Laws Affecting Businesses in 2015 in California

Otay Mesa Chamber of Commerce - SWC Higher Education Center at Otay Mesa, San Diego, CA
February 24, 2015

Safe Cities Forum

Tecnologico de Monterrey, Monterrey, MX
October 2011

Workplace Motivation

Cinopolis, Monterrey, MX
September 2011

Ethics Course for Parents

Tecnologico de Monterrey, Monterrey, MX
August 2010