

## Rogelio (Roger) Alanis Robles

Shareholder

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## Practice Areas

Immigration and Global Mobility  
Discrimination and Harassment  
Audit Services  
Investigations

## 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.

## **Events & Speaking Engagements**

### **2024 Conferencia Anual de Littler México - Ciudad de México**

Ciudad de México, CMX

November 6, 2024

### **2024 Mexico Employer Conference**

Ciudad de México, CMX

November 6, 2024

### **2023 Conferencia Anual de Littler México - Monterrey**

San Pedro Garza García, NLE

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

**5a Conferencia Anual en Monterrey**

October 3, 2019

**Fifth Annual Conference in Monterrey**

San Pedro Garza García, NLE

October 3, 2019

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

May 21, 2019

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

May 21, 2019

**Fourth Annual Conference in Monterrey**

San Pedro Garza García, NLE

November 15, 2018

**Cuarta Conferencia Anual en Monterrey**

San Pedro Garza García, NLE

November 15, 2018

**Tercera Conferencia Anual en Ciudad de México**

Ciudad de México, CMX

September 27, 2017

**Third Annual Conference in Mexico City**

Ciudad de México, CMX

September 27, 2017

**Tercera Conferencia Anual en Monterrey**

San Pedro Garza García, NLE

September 26, 2017

**Third Annual Conference in Monterrey**

San Pedro Garza García, NLE

September 26, 2017

### **Second Annual Mexico Conference - Monterrey**

San Pedro Garza García, NLE

October 4, 2016

### **Segunda Conferencia Anual en México - Monterrey**

San Pedro Garza García, NLE

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

## **Recognition**

- Named, Ones to Watch *The Best Lawyers in Mexico™*, 2024-2025
- Named, Prominent Student, Advanced Learning Program for High Achievement (ALPHA), *Tecnologico de Monterrey*
- Reconocido, Ones to Watch *The Best Lawyers in Mexico™*, 2024-2025
- Estudiante Sobresaliente, Advance Learning Program for High Achievement (ALPHA) – Tecnológico de Monterrey.

## **Education**

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

Licenciatura en Derecho, Instituto Tecnológico y de Estudios Superiores de Monterrey, 2012

## Bar Admissions

Mexico

## Languages

Spanish

English

## Publications & Press

### **Littler Attorneys in Brazil, Colombia, Mexico, Portugal, Puerto Rico and Spain Recognized in 2025 Best Lawyers™ Editions**

*Press Release*

November 14, 2024

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

*Press Release*

January 2, 2024

### **Littler Attorneys Named to 2024 Best Lawyers™ List in Mexico**

*Press Release*

December 7, 2023

### **Littler Global Guide - Mexico - Q1 2022**

*Littler Global Guide Quarterly*

April 18, 2022

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

*Littler ASAP*

January 12, 2022

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

*Littler ASAP*

January 12, 2022

### **Littler Opens Third Office in Mexico with Saltillo Location**

*Press Release*

December 21, 2021

### **Littler Abre Tercera Oficina En México Con Sede En Saltillo**

*Press Release*

December 21, 2021

**Mexico: Subcontracting Reform Has Been Published!**

*Littler ASAP*

April 24, 2021

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

*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**

*External Publication*

November 20, 2020

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

*Littler ASAP*

November 16, 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: Ministries of Health and Labor Issue Action Guide for Workplaces against COVID-19**

*Littler ASAP*

March 21, 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

**Be Prepared: Mexico Making Big Labor Law Changes**

*In the News*

March 16, 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

**Littler Global Guide - Mexico - Q4 2018**

*Littler Global Guide Quarterly*

January 16, 2019

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

*Littler ASAP*

December 19, 2018

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

*Littler ASAP*

December 19, 2018

**Littler Global Guide - Mexico - Q3 2018**

*Littler Global Guide Quarterly*

October 11, 2018

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

*Littler ASAP*

September 27, 2018

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

*Littler ASAP*

September 27, 2018

**Littler Global Guide - Mexico - Q2 2018**

*Littler Global Guide Quarterly*

July 20, 2018

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

*Littler ASAP*

November 4, 2016

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

*Littler ASAP*

November 4, 2016

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

*Littler ASAP*

May 18, 2016

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

*Littler ASAP*

May 18, 2016

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

*Littler ASAP*

January 28, 2016

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

*Littler ASAP*

January 28, 2016

**Critical Employment Law Issues to Consider When Doing Business in LATAM**

*External Publication*

July 1, 2014

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

*Littler ASAP*

February 14, 2013

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

*Littler ASAP*

February 14, 2013

**Nueva Ley Federal Anticorrupción en Contrataciones Públicas**

*Littler ASAP*

June 13, 2012

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

*Littler ASAP*

June 13, 2012