GARRIGUES



Juan Carlos Guzmán Francisco

Senior associate

Monterrey

juan.carlos.guzman@garrigues.com

Torre Novo Piso 4 Desp. 401 José
Clemente Orozco 335, Col. Valle Oriente.
San Pedro Garza García
66269 México

Tel: +52 81 8153 3900

Labor and Employment

Juan Carlos is experienced in the Labor area, beginning his career as a public servant at the Federal Conciliation and Arbitration Board.

Subsequently, he joined a prominent law firm in Monterrey, providing services and advising various companies on labor matters, acting as a litigator and consultant.

He served as head of the Labor department at the Mexican Social Security Institute, handling labor disputes involving that institution in the state of Nuevo León, as well as various negotiations before Conciliation and Arbitration Boards.

Experience

Juan Carlos Guzmán Francisco is a senior associate in the Labor and Employment practice, and has successfully achieved favorable results in various lawsuits. In 2015, in the automotive sector, he managed to have an order to pay over twenty million pesos overturned at the Conciliation and Arbitration Boards, the obligation being reduced to just two hundred thousand pesos. In 2018, in the healthcare area in Mexico, he achieved a positive result in a labor lawsuit relating to improper conduct by a public official. In 2019, also in the healthcare sector, he obtained a favorable ruling in a labor lawsuit relating to the same kind of practices. In 2024, he continued to provide legal representation and consultancy in labor lawsuits, ensuring positive results for the parties involved.

Juan Carlos is a native Spanish speaker and speaks English fluently.

Academic background

- Degree in Law, Universidad Autónoma de Nuevo León (2007)