

David E. Leal González

Shareholder

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Focus Areas

Labor Management Relations

Overview

David E. Leal González advises and represents employers in labor law and social security. He represents clients before the Labor Board of Conciliation and Arbitration in all matters related to collective labor agreements, such as strike notices and control of collective labor agreements. He has experience negotiating with unions for the revision of collective bargaining agreements, as well as, the termination of collective labor relations. In addition, he has experience with preparing labor agreements, confidentiality agreements and other labor documents.

David counsels clients regarding employee terminations – individual and collective, and hiring procedures – confidential and unionized. He has assisted clients in implementing labor conditions and benefit packages, and performing legal audits and due diligence. Additionally, he has experience litigating individual employment lawsuits.

David presents on labor-related topics at conferences for various associations, universities and organizations.

Professional and Community Affiliations

- Member, Asociación Nacional de Abogados de Empresa (ANADE)

Recognition

- Named, Labour and Employment, *Chambers Latin America*, 2025

- Named, Best Lawyers in Mexico© , 2020

Education

Law Degree, Instituto Tecnológico y de Estudios Superiores de Monterrey, 2006

Bar Admissions

Mexico

Languages

Spanish

English

Publications & Press

Littler Recognized in 2025 Chambers Latin America Guide

Littler Press Release

August 22, 2024

The Global Guide Quarterly (Quarter 2, 2024)

Littler Global Guide Quarterly

July 24, 2024

Littler Global Guide - Mexico - Q1 2024

Littler Global Guide Quarterly

April 17, 2024

México Pone En Marcha Un Nuevo Protocolo De Inspección Laboral Con Perspectiva De Género

Littler ASAP

April 2, 2024

Mexico Implements New Gender-Focused Protocol for Labor Inspections

Littler ASAP

April 2, 2024

México: Incremento al valor de la Unidad de Medida y Actualización (UMA) para el 2024

Littler ASAP

January 10, 2024

Mexico: Increase to the UMA Value Announced for 2024

Littler ASAP

January 10, 2024

Littler Attorneys Named to 2024 Best Lawyers™ List in Mexico

Littler Press Release

December 7, 2023

México: Incremento al valor de la Unidad de Medida y Actualización (UMA) para el 2023

Littler ASAP

January 11, 2023

Mexico: Increase to the UMA Value Announced for 2023

Littler ASAP

January 11, 2023

Littler Attorneys in Mexico Recognized in 2023 Best Lawyers™ Guide

Littler Press Release

December 16, 2022

Littler Ranked in Chambers Latin America Guide 2023

Littler Press Release

August 26, 2022

Littler Global Guide - Mexico - Q1 2022

Littler Global Guide Quarterly

April 18, 2022

Ministry of Labor and IMSS prepare a plan before employers who reject the COVID permit

El Financiero

January 13, 2022

México: Incremento al valor de la Unidad de Medida y Actualización (UMA) para el 2022

Littler ASAP

January 10, 2022

Mexico: Increase to the UMA Value Announced for 2022

Littler ASAP

January 10, 2022

Littler Attorneys in Three Countries Named to 2022 Best Lawyers™ Lists

Littler Press Release

December 6, 2021

México: Incremento al valor de la Unidad de Medida y Actualización (UMA) para el 2021

Littler ASAP

January 7, 2021

Mexico: Increase to the UMA Value Announced for 2021

Littler ASAP

January 7, 2021

Littler Attorneys in Four Countries Named to 2021 Best Lawyers™ List

Littler Press Release

November 20, 2020

Strengthening Mexico's Retirement Pension System

Littler ASAP

July 27, 2020

México: Fortalecimiento del Sistema de Pensiones

Littler ASAP

July 27, 2020

Mexico: How to Determine if COVID-19 is an Occupational Illness

Littler ASAP

April 17, 2020

México: Cómo Determinar si el COVID-19 es una Enfermedad de Trabajo

Littler ASAP

April 17, 2020

México: Incremento al valor de la Unidad de Medida y Actualización (UMA) para el 2020

Littler ASAP

January 10, 2020

Mexico: Increase to the UMA Value Announced for 2020

Littler ASAP

January 10, 2020

Mexico Issues the Organic Law of the Federal Center for Conciliation and Labor Registry, Creating New Labor Agency

Little ASAP

January 7, 2020

México: Se emite Ley Orgánica del Centro Federal de Conciliación y Registro Laboral

Little ASAP

January 7, 2020

Little Attorneys Named to 2020 Best Lawyers in Mexico©

Little Press Release

December 2, 2019

Little Nombra Nuevo Socio Director y Selecciona Nuevo Socio en México

Little Press Release

February 7, 2019

Little Names New Office Managing Shareholder and Selects New Shareholder in Mexico

Little Press Release

February 7, 2019

Mexico: Decree Provides Social Security Benefits to "Youth Building the Future" Participants

Little ASAP

February 5, 2019

México: Decreto de Incorporación al régimen obligatorio del Seguro Social a los beneficiarios del Programa “Jóvenes Construyendo el Futuro”.

Little ASAP

February 5, 2019

Mexico: STPS Issues Regulations to Implement New Youth Training Program

Little ASAP

January 18, 2019

México: Se emiten Lineamientos para la operación del Programa Jóvenes Construyendo el Futuro.

Little ASAP

January 18, 2019

Little Global Guide - Mexico - Q4 2018

Little Global Guide Quarterly

January 16, 2019

Littler Elevates 28 Attorneys

Littler Press Release

January 2, 2019

Nafta 2.0

Global Trade Magazine

November 7, 2018

Mexico: New Regulations to Prevent and Address Psychological Risks in the Workplace

Littler ASAP

November 1, 2018

México: Nueva Norma Oficial Mexicana para Prevenir y Abordar Factores de Riesgo Psicosocial en el Centro de Trabajo.

Littler ASAP

November 1, 2018

Littler Global Guide - Mexico - Q3 2018

Littler Global Guide Quarterly

October 11, 2018

Littler Global Guide - Mexico - Q2 2018

Littler Global Guide Quarterly

July 20, 2018

Mexico: New Digital System Allows Verification of Disability Certifications Among Other Related Transactions

Littler ASAP

May 25, 2018

IMSS Anuncia Nuevos Servicios Digitales Para El Pago Y Consulta De Incapacidades

Littler ASAP

May 25, 2018

Legalidad del Escritorio Virtual

IDC Asesor Laboral

April 15, 2018

Littler Global Guide - Mexico - Q3 2017

Littler Global Guide Quarterly

October 12, 2017

Mexico: STPS Expands Period of Non-Working Days Due to Earthquake

Littler ASAP

September 28, 2017

México: STPS amplía el periodo de días inhábiles por sismo

Littler ASAP

September 28, 2017

Mexico: Various Governmental Authorities Declare Non-Working Days Due to Earthquake

Littler ASAP

September 26, 2017

México: Declaratoria de diversas autoridades de días inhábiles a causa del terremoto

Littler ASAP

September 26, 2017

México: Cierre del Tribunal Federal de Justicia Administrativa a Causa del Terremoto

Littler ASAP

September 22, 2017

Mexico: Closure of Federal Court of Administrative Justice Due to Earthquake

Littler ASAP

September 22, 2017

Mexico: Government Declares Non-Working Days for IMSS Proceedings and Transactions Due to Earthquake

Littler ASAP

September 21, 2017

México: Se declaran días inhábiles para el Instituto Mexicano del Seguro Social a causa del sismo

Littler ASAP

September 21, 2017

México: Se modifica la norma NOM- 006-STP-2014 sobre el manejo y almacenamiento de materiales

Littler ASAP

September 20, 2017

Mexico: Amendment to Regulations Governing Handling and Storage of Materials

Littler ASAP

September 20, 2017

Reforma al Reglamento para la Imposición de Multas por el INFONAVIT

Littler ASAP

September 7, 2017

Mexico: New Regulations on Fines for Noncompliance with INFONAVIT Law

Littler ASAP

September 7, 2017

Mexico: New System Allows Employers to Self-Report Compliance with Labor Law and Avoid Inspection Visits

Littler ASAP

August 29, 2017

México: Nuevo Sistema Permite a Patrones Informar su Cumplimiento de la Ley Laboral y Evitar Inspecciones

Littler ASAP

August 29, 2017

Cinco aspectos a considerar en una revisión

IDC Asesor Laboral, Edition 397

June 30, 2017

Mexico: Demand Grows for Private Sector Disability Insurance, Insurer Says

Bloomberg BNA International HR Decision Support Network

August 4, 2016

Mexico: New Maternity Leave Regulations

Littler ASAP

July 28, 2016

Certificados de incapacidad por maternidad: Nuevas normas operativas para su expedición

Littler ASAP

July 28, 2016

IP sees threats via IMSS quotas

Vanguardia

March 27, 2014

Speaking Engagements

2023 Conferencia Anual de Littler México - Ciudad de México

Ciudad de México, CDMX

October 11, 2023

2023 Conferencia Anual de Littler México - Monterrey

San Pedro Garza García, NL

October 10, 2023

México: Retos y Tendencias Laborales 2022

January 14, 2022

Cumplimiento de Obligaciones de Subcontratación ante el IMSS e Infonavit

Ciudad de México, CDMX

November 3, 2021

Será el COVID calificado como Riesgo de Trabajo?

February 17, 2021

¿Es considerado el COVID-19 una enfermedad laboral en cada jurisdicción?

October 28, 2020

Inspecciones laborales en tiempos de COVID-19

May 21, 2020

5a Conferencia Anual en Monterrey

Hotel Sheraton Monterrey Ambassador Monterrey, Nuevo León

October 3, 2019

Fifth Annual Conference in Monterrey

San Pedro Garza García, NL

October 3, 2019

5a Conferencia Anual en Ciudad de México

Hacienda de los Morales Ciudad de México

October 2, 2019

Fifth Annual Conference in Mexico City

Ciudad de México, CDMX

October 2, 2019

V Conferencia Anual en Perú

Hilton Lima Miraflores Avenida La Paz 1099 Lima 18, Perú

September 5, 2019

Fourth Annual Conference in Monterrey

San Pedro Garza García, NL
November 15, 2018

Cuarta Conferencia Anual en Monterrey

San Pedro Garza García, NL
November 15, 2018

Cuarta Conferencia Anual en Ciudad de México

Ciudad de México, CDMX
November 14, 2018

Fourth Annual Conference in Mexico City

Ciudad de México, CDMX
November 14, 2018

4a Conferencia Anual en Colombia

Bogotá
September 26, 2018

Segunda Conferencia Anual en México - Monterrey

San Pedro Garza García, NL
October 4, 2016

Second Annual Mexico Conference - Monterrey

San Pedro Garza García, NL
October 4, 2016

Littler Global Mexico Conference

W Mexico City Calle Campos Elíseos 252, Miguel Hidalgo, Polanco, 11560 Mexico City, D.F., Mexico
November 11, 2015

Littler Global Primera Conferencia en México y Monterrey

W Ciudad de México Calle Campos Elíseos 252, Miguel Hidalgo, Polanco, 11560 México, Distrito Federal
November 11, 2015

Littler Global Primera Conferencia en México y Monterrey

NH Collection Monterrey Av. José Vasconcelos 402, Valle de Santa Engracia, 66268 San Pedro Garza García, NL, México
November 10, 2015

Littler Global Mexico Conference

NH Collection Monterrey Av Jose Vasconcelos 402, Valle de Santa Engracia, 66268 San Pedro Garza García, NL, Mexico
November 10, 2015