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CMS Guide to Dismissals

Latin America

February 2018

Introduction

We are proud that the CMS employment practice area group is now a large network of approximately 400 professionals working on five different continents and still growing. Only in 2017, we were happy to welcome into the team members from our Singapore office, Monaco team and notably, from three law firms in Latin America. Already active in the region for a number of years through our well-established offices in Brazil and Mexico, we enlarged our footprint through offices in Chile, Colombia and Peru, all well-known, high-quality firms in their respective markets. Our seamless and professional advising is in high demand and we are committed to building a high quality network of trusted legal counsels that will help you with a variety of labour law and HR matters.

The guide intends to provide an overview of termination procedures for **employees** and **managing directors** in Brazil, Chile, Colombia, Mexico and Peru. As is the case with the European Guide to Dismissals (which apart from European CMS countries, also covers Russia), the first part of the Guide deals with termination procedures for employees and the second part for managing directors. The Guide intends to provide CMS's international clients with a summary of local laws in these five countries in Latin America and to help the reader understand both the similarities and differences between the jurisdictions.

We hope you are not considering dismissals. However, if you are, we trust that you can find a lot of helpful information here. For further advice reach out to your regular CMS contact or send us an e-mail to employment@cmslegal.com.

Caroline Froger-Michon and Christopher Jordan
CMS Employment Practice Area Group



Full range of employment law services

Our lawyers have specific expertise in the following areas:

- Compliance with national and international laws and standards
- Individual and collective dismissals
- Employee share/stock ownership
- Employee pension schemes
- Social security contributions
- Equal opportunities and discrimination
- Employee information and consultation
- Redundancy programmes
- Labour/trade union issues/disputes
- Employee and pensions aspects of mergers and acquisitions, outsourcing, nationalisation, privatisation
- Enforcement of restrictive covenants and confidentiality provisions
- Drafting employment contracts, company policies and collective agreements
- Works councils at company, national and international levels
- Collective bargaining
- Court litigation in labour matters
- Compliance with labour health and safety regulations

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Our offices





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