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# CMS Guide to Dismissals

Latin America

2019



# Introduction

CMS employment practice area group is now a large network of over 400 professionals working on five different continents and still growing. In Latin America, after the enlargements that took place in 2017 through the joining of the team members from law firms in several countries, we directed our efforts to create a truly integrated and connected team offering seamless and professional advising across jurisdictions. 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](mailto:employment@cmslegal.com).

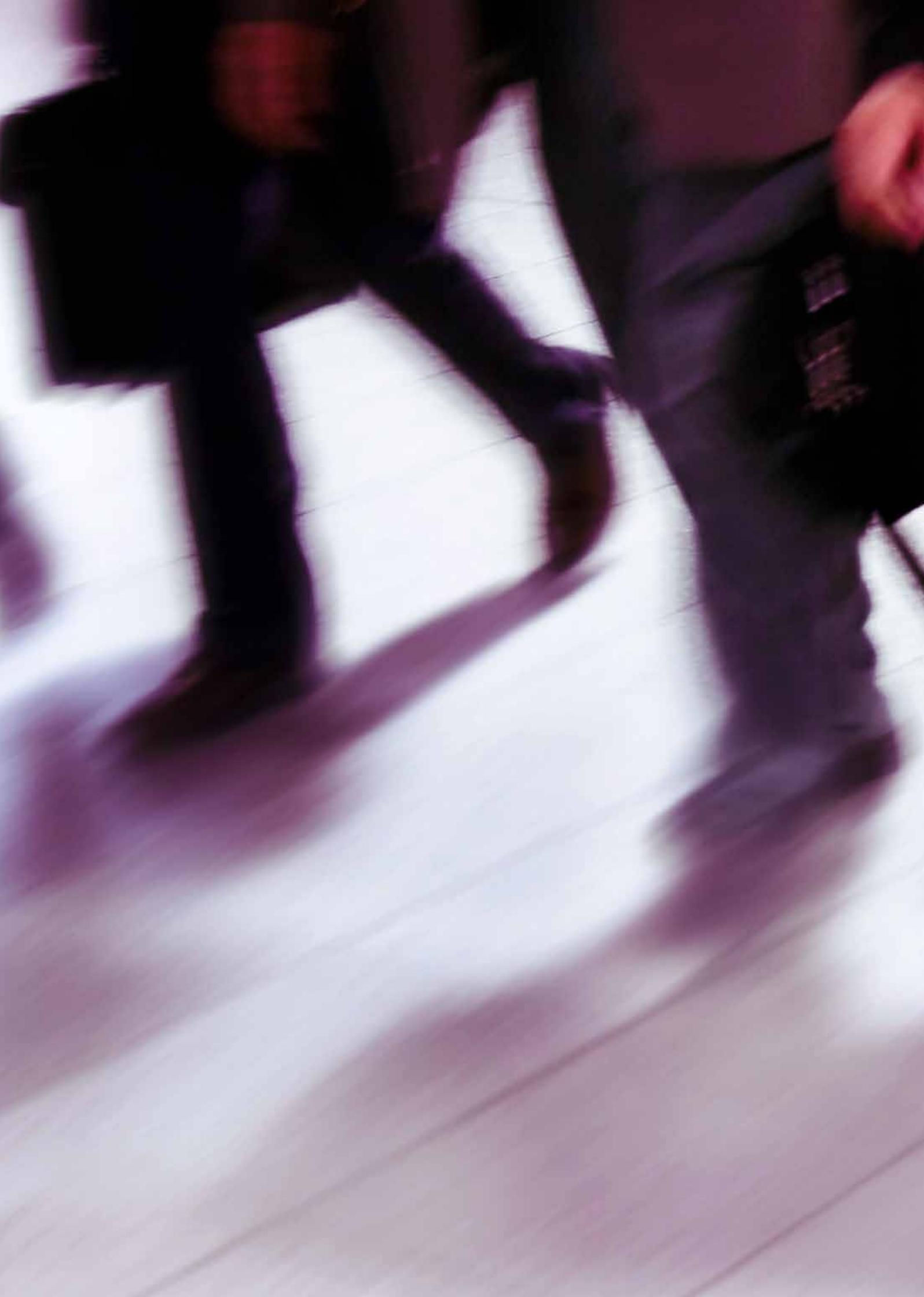
**Caroline Froger-Michon and Christopher Jordan**  
*CMS Employment Practice Area Group*



## 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
- New forms of employment
- GDPR



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