Labor Update

Ley Silla - Amendment to the Federal Labor Law

Mexico City, December 20, 2024

Yesterday, December 19th, 2024, the "Decree amending and adding various provisions of the Federal Labor Law" was published in the Federal Official Gazette, modifying articles 132, first paragraph and section V; 133, first paragraph; 422, first paragraph and 423, sections I, V, VIII and X, adding a section XVII Bis to article 133 (the "Decree"). The above shall enter into force 180 calendar days after its publication, this is, on June 17, 2025.

The Decree establishes the obligation of employers to have seats or chairs with backrests available to all employees in the service, commerce and similar workplaces industries. Such seats or chairs must be available to employees during the performance of their duties or for periodic rest breaks during the work shifts of such positions that because of its nature must be performed standing up. Such seats or chairs shall be in specific places of the work centers.

In the same sense, it is now prohibited to force employees to stand for the entire work shift and to prohibit them from sitting down periodically during the performance of their duties. Furthermore, the internal work regulations must establish obligatory rest periods and the rules for the use of seats and chairs to which employees are entitled during the working day.

Employers or companies will have 180 calendar days as of the date in which the Decree becomes effective to adapt their internal regulations and comply with the above.

On a separate matter, regarding the principle of union autonomy, employers are now prohibited from exercising control over the union to which their employees are affiliated.

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