

“*Ley Silla*” – Effective Date

Mexico City, December 19, 2025

On December 16th, 2025, the Ministry of Labor and Social Welfare (the “STPS”) published Bulletin No. 59/25 (the “Bulletin”), stating that, as of December 15th, 2025, all obligations set forth in the Decree published in the Federal Official Gazette (“DOF”) on December 19th, 2024, through which various provisions of the Federal Labor Law were amended and supplemented (the “Chair Law”), are fully enforceable, as well as the Provisions on workplace risk factors to guarantee the right to rest during the workday for workers required to remain in a standing position in the service, commerce sectors, and industrial establishments, published in the DOF on July 17th, 2025.

The Bulletin lists the following enforceable obligations:

1. To provide seats or chairs with backrests at the workstation for workers who perform their duties in a standing position, so that they may alternate between standing and sitting without interrupting their work activities.

When, due to the nature of the tasks, it is not possible to place a seat at the workstation, such seat must be in a nearby area, and the frequency and duration of rest periods must be coordinated with the workers.

2. To amend the internal work regulations to incorporate the risk factors to which workers required to remain in a standing position are exposed, the rest periods to which they are entitled during the workday, as well as the location and availability of seats or chairs with backrests within the workplace.

It is noted that the STPS indicated that it will include verification of compliance with the Chair Law as part of its 2026 Annual Inspection Program.

* * *

This document is a summary for disclosure purposes only. It does not constitute an opinion and may not be used or quoted without our prior written permission. We assume no responsibility for the content, scope or use of this document. For any comments regarding it, please contact any partner of our firm.