

The Health Ministry ("SS" for its acronym in Spanish), the Labor and Social Welfare Ministry ("STPS" for its acronym in Spanish), the Ministry of Economy ("SE" for its acronym in Spanish) and the Mexican Institute of Social Security ("IMSS" for its acronym in Spanish), jointly published in the afternoon edition of the Federal Official Gazette ("DOF" for its acronym in Spanish) on May 29, 2020, the Official Notice through which the Specific Technical Guidelines for the Reopening of Economic Activities ("Guidelines") are established, which will be valid on the same date of its release, and that are of general application to all the work centers around the country.

The Guidelines aim to establish the specific measures, some classified as indispensable and others just as recommendations, that will be applied by work centers as of June 1st, 2020, to achieve a safe return, organized, gradual and responsible, based on the following criteria:

1.	Type of Economic Activity	Essential	In relation to Official Notices published on the DOF on March 31, April 6 and May 14	
		Non Essential		
2.	Company Size	Micro	Up to 10 workers	
		Small	From 11 up to 30 workers (commerce)	
			From 11 up to 50 workers (services and industry)	
		Medium	From 31 up to 100 workers (commerce)	
From 51 up to 100 workers (services)				
Big	From 51 up to 250 workers (industry)			
	Starting at 101 workers (commerce and services)			
3.	Level of Weekly Sanitary Alert for the municipality where the work center is located	Epidemiological Risk Stoplight by Region	Maximum	Red
			High	Orange
			Average	Yellow
			Ordinary	Green

4.	Internal Characteristics of the Work Center/Company	Physical Facilities	
		Operating Processes/ Production	
		Vulnerable Personnel	<ul style="list-style-type: none"> • Pregnant women or lactating, • people with obesity, • adults over 60, • people living with uncontrolled diabetes and hypertension, HIV, cancer, disabled, transplant, liver disease, lung disease, as well as neurological disorders or neurodevelopmental (epilepsy, vascular accidents, muscular dystrophy, spinal cord injury).
		Personnel with Family Responsibilities	Working people who live with or are in charge of caring for minors, older adults and people in situations of vulnerability or higher risk of contagion.

The Guidelines include the checklists of the necessary measures to be implemented, training and advice resources by the IMSS.

All companies considered as essential must comply with an electronic self-evaluation process throughout the platform www.nuevanormalidad.gob.mx.

In the particular case of the companies dedicated to construction, mining and related to the manufacture of transport equipment that have carried out their self-evaluation during the period from May 18 to May 31, and that have received the approval from the IMSS, it will not be necessary to carry out the procedure again.

Non-essential companies may carry out the aforementioned procedure voluntarily, receiving an acknowledgement from the IMSS. It is highlighted that all companies, essential and non-essential, are subject to inspection by the competent authorities.

The Guidelines are based on four key principles that are (i) to privilege health and life, (ii) solidarity and no discrimination, (iii) moral economy and productive efficiency, and (iv) shared responsibility (public, private and social).

The possibility of the issuance of new specific guidelines for each sector of the economy is left open.

Stoplight and Level of Alert

As was previously stated, a weekly epidemiological stoplight system shall be operated regionally (state or municipal) which shall be operated by the federal authority.

Maximum	Only essential companies can operate, pursuant to the Guidelines
Red	Vulnerable employees must remain under home confinement
High	Full operation of essential companies
Orange	Non-essential companies shall operate at a 30% capacity
Medium	Total economic activity
Yellow	Limited public spaces
Daily	Total resumption of activities
Green	

It is worth mentioning that pursuant to the federal alert system that the authority has stated, the whole country is at a maximum level (red), except for the state of Zacatecas, which is listed as high (orange). In such regard, on June 1st, only companies considered as essential may return. It is recommended that the alert system be frequently verified.

Main Employers' Obligations

- To incorporate a Committee or Responsible Person, in charge of the implementation, follow-up and surveillance of the measures for the New Normality under the framework of COVID-19.
- To implement a control strategy comprised of measures of health promotion and protection.
- To provide their personnel with training, including management positions.
- To provide personal protection equipment to their employees, including masks and, if applicable, security glasses and facial protectors.
- To prioritize, within possibility, remote work for employees with high and medium alert levels.

Essential Measures of Sanitary Safety in the Work Environment

Essential Measures	Micro and Small	Medium	Large
<p>A committee or responsible person shall be designated who shall be in charge of implementing, following-up and supervising the measures for the New Normality in the framework of COVID-19. Such committee or responsible person shall carry out the following activities:</p> <ul style="list-style-type: none"> • Carry out the categorization of the work center, in order to identify the measures that shall have to be implemented. • To make sure that the general control strategies are correctly implemented. • To be informed of the indications of the federal authority so that, in its case, they may communicate to their employees about the new measures that shall have to be implemented. • To identify the population in state of vulnerability in order to implement the necessary protection measures. • To verify the correct implementation of all the measures in the company or in the work center. 	X	X	X
In case that the productive process or service allows it, the workstations and areas shall be defined by physical barriers, in the contrary case, the workstations shall be defined with signals or markings on the floor ensuring a minimum distance of 1.5 meters between workers.	X	X	X
Body temperature is taken at the entrance and exit of the company.	X		
Have guidelines for the control of visits, suppliers and contractors in hygiene matters, safe distance and obligated use of masks, which must be followed during entry, stay and exit of the premise.	X	X	X
Have daily cleaning and disinfecting protocols for areas, surfaces, objects with which contact is had or which have widespread use, including washing with water, soap and disinfecting with a 0.5 % sodium hypochlorite solution.	X	X	X

Essential Measures	Micro and Small	Medium	Large
All workers are provided with mouth covers and eye or face protection, as their work function allows it, in those areas that due to their size and distribution of equipment is more complex to do it, minimum distances of at least 1.5 meters between workers must be kept.	X	X	X
All workers have access to water, soap, disposable towels, as well as 60% alcohol or antibacterial gel for the operation of their personal protection equipment.	X	X	X
There are access protocols with a sanitary filter that includes the determination of body temperature at the entrance and exit of the company 's facilities. If it is not possible to determine the body temperature at the outflow of the facilities, it must be taken before the end of the shift at the work stations where the workers are located.		X	X
There is a training program for the managers or employers of the actions to be taken by the company to prevent and avoid COVID-19 contagion spread chains; CLIMSS material, located at the following link, can be used: https://climss.imss.gob.mx/	X	X	X
Has the instruments to identify symptoms, connections at work and community.	X	X	X
Has an action guide for cases in which a worker shows symptoms of COVID-19, in order to protect him/her, as well as the rest of the workers and their family, which includes: guidelines for handling suspicious workers, contacts, confirmed cases and their return to work.	X	X	X

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