CREEL GARCÍA-CUÉLLAR AIZA Y ENRÍQUEZ

Amendment to the Mexican Federal Labor Law "Chair Law" and Minimum Wage increments

Today, the following resolutions were published on the Official Federal Gazette: (i) the Decree which amends the Mexican Federal Labor Law, better known as "Chair Law"; and (ii) the Resolution which determines the professional and general minimum wages applicable as of January 1, 2025.

Please find herein a brief description of the key considerations with regards to both issues.

1. "Chair Law".

    - It imposes new obligations to employers, including to provide the necessary number of chairs with a backrest at the disposition of all employees in the service, commerce and analogous sectors, for the execution of their duties or for periodic breaks during their work schedule. The same obligation applies to industrial establishments, to the extent that the nature of the work allows it.
    - Employers are forbidden from obligating employees to remain standing during the totality of their work schedule and to prohibit employees from periodically having a seat during the development of their activities.
    - It provides that the Internal Workplace Regulations (*Reglamento Interior de Trabajo*) shall regulate the right of employees to use chairs during the working schedule.
    - This Decree will enter into effect in 180 days as of today. Employers will have a period of 180 days after the Decree enters into force to adapt their internal regulations in accordance with the foregoing.

2. "Minimum Wage Increments".

    - As of January 1, 2025, the general minimum wage will amount to $278.80 pesos per day (Two hundred and seventy-eight pesos 80/100).
    - As of January 1, 2025, the minimum wage on the Northern Cross Border Free Zone (comprised of 43 municipalities in the States of Baja California, Sonora, Chihuahua, Coahuila, Nuevo León and Tamaulipas) will amount to $419.88 pesos per day (Four hundred and nineteen pesos 88/100).
    - As of January 1, 2025, professional minimum wages (for those specific professions, trades and works that are applicable), will be those which were in force during 2024 plus a 12% increment.
    - Increments to minimum wages shall be considered for the salary renewals of Collective Bargaining Agreements, as well as for those specific cases which consider minimum wage increases for other purposes. In such regard, we recommend reviewing each case individually.

For more information, please feel free to contact:

Francisco Peniche – francisco.peniche@creel.mx
Julio Álvarez – julio.alvarez@creel.mx

DISCLAIMER

LIBERACIÓN DE RESPONSABILIDAD

