

“Ley Silla” - the decree reforming the Federal Labor Law comes into effect

Mexico City, June 17, 2025

On December 19th, 2024, the “Decree amending and adding various provisions of the Federal Labor Law” was published in the Federal Official Gazette, amending 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 Decree established a period of 180 calendar days for its entry into force, which is fulfilled today, June 17th, 2025.

As of today, employers are obligated to provide 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.

Additionally, the Ministry of Labor and Social Welfare shall issue, within 30 calendar days as of today, the corresponding regulations regarding occupational risk factors related to this reform.

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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