

WHAT'S COMING WITH THE NEXT LABOR REFORMS?

The labor landscape is about to change. **Reform initiatives** will affect both employees and businesses. Learn how they might impact you.

1 "Silla" Law

 *Approved by the Senate on October 2, 2024*

Employers must **provide seating and rest areas** for workers whose duties allow it.

Impact on Companies: *Adjust spaces and budgets to comply* with the regulation if applicable to your sector.



Effective 180 days after publication.

The Ministry of Labor will issue official standards within 30 days.



2 Increase in Christmas Bonus ("Aguinaldo")

 *Under review by the Labor and Social Welfare Committees*

Proposal to increase the mandatory bonus from **15 to 30 days**.

Impact on Companies: *Financial adjustments and renegotiations*, especially for those companies with higher bonuses in **collective agreements**.



3 Seniority Premium



Increase in compensation per year of service and a reduction in the required years of service to qualify for resignation benefit.

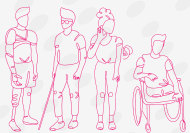
Impact on Companies: Higher severance costs due to increased compensation, affecting **labor liabilities and settlement costs**.



4 Workplace Inclusion



Companies with **50+ employees** | Companies with **20+ employees** must integrate **5% of their workforce** with:



People with disabilities



Seniors (60+)

Impact on Companies: Adapt **recruitment processes** and possibly modify **facilities for accessibility**.

5 Vacation Premium at 50%



Proposal to **double the vacation premium** from **25% to 50%**.

Impact on Companies: *Increased vacation costs and IMSS contributions*, affecting the base salary for social security and payroll expenses.



6 Workweek Reduction



Transition from a **6-day to a 5-day workweek**, reducing weekly hours from 48 to 40.

Impact on Companies: *Higher labor costs* due to reduced hours, requiring more **overtime or additional hires**.



7 Extended Paternity Leave



Proposal to **extend paternity leave** from **5 to 20 days**.

Impact on Companies: Businesses will need to plan resources to **cover prolonged absences**.



9 Reforms for Digital Platforms



Pending submission to Congress

Mobility and delivery service providers may be classified as employees based on their income.

Impact on Companies: Substantial **increase in labor costs, heavy administrative burden, and significant penalties** for non-compliance.

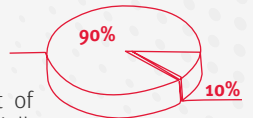


8 Profit-Sharing Reform



Proposal to **eliminate the cap on profit-sharing**.

Impact on Companies: Full payment of **10% of annual gross profit**, potentially distorting total annual compensation for employees.



DO THIS REFORMS CHANGE THE RULES OF THE GAME?

Adapting to these changes **will require strategic planning and adjustments** from companies, balancing employee well-being with financial sustainability.

Our **Labor, Social Security, and Immigration Practice Group** is here to help you **analyze, plan, and navigate** the challenges these reforms may bring in our country.



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