



**Labor, Social Security, and Immigration Practice Group
Newsletter
March 20, 2019**

CONCLUSIONS OF THE PUBLIC HEARINGS ON THE LABOR REFORM

From February 25 to March 6, 2019, the Mexican Congress, through its Labor and Social Welfare Commission, held public hearings to analyze the new labor reform.

Representatives of the Executive and Judicial branches, courts, legal committees and bar associations, academics, unions, professors, specialists and the public were invited to these public hearings.

The following topics were discussed:

1. Implementation of the labor reform.
2. Collective legislation.
3. Individual legislation and labor justice.
4. Conciliation centers and labor registry.
5. Labor reform and society.

More than 60 speakers, amongst them judges, labor lawyers, academics, researchers, unions, and NGOs, participated in the different forums.

In the different public hearings, multiple points of view were expressed regarding the labor reform, in particular:

1. Congress must fulfill the constitutional mandate on labor justice.
2. The labor reform must establish a process of transferring the conciliation and arbitration labor boards to the labor courts.
3. It is time to move forward in terms of union democracy.
4. Any reform in labor matters must guarantee the labor and union rights of the workers.
5. One of the objectives is to make labor justice fast and expeditious.
6. Although "outsourcing" and the working conditions of domestic workers are not the subject of this reform, the need to discuss these matters soon in a new reform was identified.

We expect that important changes will take place in the Mexican labor legislation in the coming months, so it is our recommendation for businesses to be prepared so that such changes do not affect the productivity of companies. At Sanchez Devanny, our labor practice has extensive experience in these matters. If you require any further information or support regarding the aforesaid, please do not hesitate to contact us.

Sánchez Devanny es una firma de abogados líder en México que brinda asesoría legal integral a clientes mexicanos y extranjeros.

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The members of the Labor, Social Security and Immigration Practice Group at Sánchez-DeVanny, hope that you find this article useful, and we remain at your full disposal if you should require more information regarding the subject matter discussed here.

This bulletin was jointly prepared by:

Alfredo Kupfer-Domínguez (akupfer@sanchezdevanny.com),
David Puente-Tostado (dpt@sanchezdevanny.com), and
Fermin Lecumberri-Cano (flecumberri@sanchezdevanny.com).

Contact

Alfredo Kupfer-Domínguez

akupfer@sanchezdevanny.com

David Puente-Tostado

dpt@sanchezdevanny.com



Mexico City

T. +52 (55) 5029.8500

www.sanchezdevanny.com

Monterrey

T. +52 (81) 8153.3900

Querétaro

T. +52 (442) 296.6400