

Changes in Labor Culture



Main changes

The recent changes in the Mexican labor legislation represent significant challenges to companies, such as freedom of association and effective collective negotiation.



Agreements 87 y 98 of the International Labor Organization ("ILO") about freedom of association and effective collective negotiation.

Amendment to the Mexican Constitution of February 24, 2017.

Reform of the Federal Labor Law ("FLL") of May 01, 2019.

Entry into force of the new United States, Mexico and Canada Agreement ("USMC").

The generation and implementation of a comprehensive legal strategy to manage the changes in the labor culture of each company is essential under the amended Mexican labor legislation.

Immediate effects

- » Employees shall freely decide whether to join a union.
- » Currently, employers must give to their employees a printed copy of the Collective Bargaining Agreement ("CBA") so that the employees know the terms and conditions of the CBA.
- » The Ministry of Labor may carry out inspections in the workplace to verify that employees are aware of the CBA that applies to them and / or the union that represents them. In the case of non-compliance by the employer, this can generate penalties.
- » Internal and external agents can affect union life in the companies.
- » If the employee finds out about the existence of a CBA, can generate uncertainty, annoyance, job instability and distrust towards the employer and the union.
- » The unplanned legitimization of the CBA could bring risks to the employer in the productivity and in the well-being of the employees.
- » Uncertainty of the entry in functions of different Institutions created from the Amendments to the FLL.



Solution Model

Prepare the solution model with a legal labor strategy to confront the challenges derived from the cultural and labor transformation in our country.



Legal Labor Strategy

The integral model contemplate strategies, identification, communication and risk control.



Labor, Social Security and Immigration Group

This practice advises clients on compliance with labor and social security laws, and in the design and implementation of labor structures to avoid risk. We assist in processing immigration documentation for top-level executives and their families, with employment agreements, terminations, and fringe benefit planning, and represent clients in employment litigation.

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