



They agree on rules of subcontracting and utilities, the legislative path continues

The Federal Government signed an agreement with the Private Initiative and Trade union associations to advance the outsourcing proposal and included a section to meet the payment of profits to workers.

The document sets out six basic principles:

01. The prohibition of the outsourcing of personnel.
02. The regulation of the outsourcing of specialized services other than the social object and the predominant economic activity of the contracting company.

03. Registration with the STPS and registration to the public standard of contracting companies of specialized services and works.

04. Solidarity liability in case of non-compliance.

05. Granting a period of three months for outsourced workers to become part of the actual employer payroll.

06. Agreement on the issue of profit-sharing to avoid possible distortions in capital-intensive enterprises, creating two modalities for the calculation of

the distribution. This formula seeks to eliminate discretion and achieve a 156% increase in the amount of profit-sharing for workers.

In this way, the Companies will have a period of **three months**, after the publication of the guidelines for companies that provide specialized services, which in turn will have to occur one month after the date of publication of the possible reform, so that they perform the process of regularizing their work templates and do not use outsourcing schemes, or, where appropriate, identify whether it is a Specialized Service.

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Employment Alert 06/2021 | April 7th, 2021

Companies offering the outsourcing service must be in the **Padron Public**, which will be in charge of the Secretariat of Labor and Social Security.

It is important to note that the process for the adoption of any reform of the Federal Labor Law on outsourcing is ongoing and the relevant legislative process must now be vented and where there could be changes to the above-mentioned agreements, however, it is important to note that this is unlikely.

In this regard, the new agreements should be sent to the Chamber of Deputies to be included in the opinion under discussion; It should also be voted on in the Committee on Labor and Social Security and at the plenary session of this legislative body.

It should then be sent to the House of Senators for discussion and eventual approval.

It should be noted that this legislative period ends on 30 April, and the initiative is likely to be approved for enactment on May 1.

More information:

Germán de la Garza

Labor Services Leader Partner

gdelagarza@deloittemx.com

Tel. 55 5080 6000



tax@hand App

Download our tax@hand app.

Available on: www.taxathand.com



Employment Law Services

Germán de la Garza

gdelagarza@deloittemx.com

Tel. 55 5080 6000

Claudio Marroquín

clmarroquin@deloittemx.com

Tel. 55 5080 6000

Octavio Novaro

onovaro@deloittemx.com

Tel. 55 5080 6000

Bernardo Martínez

cmartinezrivas@deloittemx.com

Tel. 55 5080 6000

Victor Ávila

vavila@deloittemx.com

Tel. 55 5080 6000

www.deloitte.com/mx

www.deloitte.com/mx/employment

Legal Services

Ramón Bravo

rambravo@deloittemx.com

Tel. 55 5080 6000

Mauricio Oropeza

moropeza@deloittemx.com

Tel. 55 5080 6000

Héctor Cuevas

hcuevas@deloittemx.com

Tel. 55 5080 6000

Luis Lavalle

llavalle@deloittemx.com

Tel. 55 5080 6000

Erika Rodríguez

errodriguez@deloittemx.com

Tel. 55 5080 6000

Valeria Vázquez

vavazquez@deloittemx.com

Tel. 55 5080 6000

www.deloitte.com/mx

www.deloitte.com/mx/legal

Aguascalientes

Universidad 1001, piso 12-1
Bosques del Prado
20127, Aguascalientes, Ags.
Tel: (449) 910 8600
Fax: 449) 910 8601

Cancún

Avenida Bonampak SM 6, M 1, lote 1,
piso 10, 77500 Cancún, Q. Roo
Tel: (998) 872 9230
Fax: 998) 892 3677

Chihuahua

Av. Valle Escondido 5500
Fracc. Des. El Saucito E-2, piso 1,
31125, Chihuahua, Chih.
Tel: (614) 180 1100
Fax: 614) 180 1110

Ciudad Juárez

Baudelio Pelayo No. 8450
Parque Industrial Antonio J. Bermúdez
32400, Ciudad Juárez, Chih.
Tel: (656) 688 6500
Fax: (656) 688 6536

Culiacán

Insurgentes 847 Sur, Local 103
Colonia Centro Sinaloa
80128, Culiacán, Sin.
Tel: (33) 1454 2000

Guadalajara

Avenida López Mateos Norte 2405
piso 29
Colonia Italia Providencia
44648, Guadalajara, Jalisco.
Tel: (33) 3669 0404
Fax: (33) 3669 0469

Hermosillo

Blvd. Eusebio Francisco Kino No. 315
Piso 8, Suite 804, Colonia Lomas del Pitic
83010, Hermosillo, Son.
Tel: (662) 109 1400
Fax: (662) 109 1414

León

Paseo de los Insurgentes 303, piso 1
Colonia Los Paraísos
37320, León, Gto.
Tel: (477) 214 1400
Fax: (477) 214 1405 y 1407

Mérida

Calle 56 B 485 Prol. Montejo Piso 2
Colonia Itzimna
97100, Mérida, Yuc.
Tel: (999) 913 4032
Fax: (999) 913 4052

Mexicali

Calzada Francisco López Montejano 1342
Piso 7 Torre Sur
Fracc. Esteban Cantú
21320, Mexicali, B.C.
Tel: (686) 905 5200
Fax: (686) 905 5231 y 5232

Ciudad de México

Paseo de la Reforma 505, piso 28
Colonia Cuauhtémoc
06500, México, D.F.
Tel: (55) 5080 6000

Monclova

Blvd. Harold R. Pape # 307-C
Colonia Guadalupe
25750 Monclova, Coah.
Tel: (866) 190 9550
Fax: (866) 190 9553

Monterrey

Av. Juárez 1102, piso 40
Centro
64000, Monterrey, N.L.
Tel: (81) 8133 7300

Puebla

Edificio Deloitte, Vía Atlixcayotl 5506, piso 4
Zona Angelópolis
72190, Puebla, Pue.
Tel: (222) 303 1000
Fax: (222) 303 1001

Querétaro

Avenida Tecnológico 100-901
Colonia San Ángel
76030, Querétaro, Qro.
Tel: (442) 238 2900
Fax: (442) 238 2975 y 2968

Reynosa

Carr. Monterrey-Reynosa 210-B, PA
Fracc. Portal San Miguel
88730, Reynosa, Tamps.
Tel: (899) 921 2460
Fax: (899) 921 2462

San Luis Potosí

Av. Salvador Nava Martínez 3125, 3-A
Fracc. Colinas del Parque
78294, San Luis Potosí, S.L.P.
Tel: (444) 102 5300
Fax: (444) 102 5301

Tijuana

Misión de San Javier 10643, Piso 8
Zona Urbana Río Tijuana.
22010, Tijuana B.C.
Tel: (664) 622 7878
Fax: (664) 681 7813

Torreón

Independencia 1819-B Oriente
Colonia San Isidro
27100, Torreón, Coah.
Tel: (871) 747 4400
Fax: (871) 747 4409

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