



Labor Agenda 2022

For this 2022, the “labor issues” remain at the center of the national agenda and this means that transcendental changes will be maintained in organizational and labor legal matters.

In this sense, we share the issues that are on the labor agenda this year and to which we will give timely follow-up, since they are integrated as priority issues for the Authorities in the matter:

Implementation of the subcontracting reform

The subcontracting reform came into force in April 2021, giving companies until September of that same year to comply with the regularization based on the new legal

framework, and in the case of the public sector (Government) until January of this year. Hence, in this 2022 the inspections that determine if companies hire their workers in accordance with the Federal Labor Law will be consolidated.

The inspections will be presented under different scenarios and the Ministry of Labor has expanded its capacity significantly in order to be able to inspect a greater number of companies and in a more efficient way.

Fines are the highest ever allocated and may go up to 50,000 UMAs.

Currently a very important number of companies have modified their structures

to seek to comply with the provisions of the Federal Labor Law and other legal systems, however, in many sectors there are still doubts regarding compliance with the Law, such is the case of the Construction Industry, Companies of the Financial Sector among others.

Legitimations, time is reduced!

Although the pandemic delayed the realization of the legitimations of the existing Collective Labor Agreements; the labor authorities have stated that they will promote in all ways the fulfillment of this new obligation established in the LFT and in the context of the trade agreement with the United States and Canada (T-MEC).

The unions that do not carry out this legitimization of collective labor agreement, will lose the administration with respect to them, since the Collective Agreements will be terminated automatically and the companies will be at the expense of whoever can claim the representation of their workers, highlighting that the unions that decide to claim such a situation will also have to comply with a series of new requirements within which the one of obtaining the constancy of representativity.

It is important to mention that in May 2023 the deadline to comply with this obligation ends, being that the Ministry of Labor reported in 2019 that the existence of 550,000 Collective Agreements was estimated, being that today from the records of the Ministry of Labor and Social Welfare, it is clear that there are approximately 1000 Collective Labor Agreements Legitimized so it is evident that the process is slow and this poses significant challenges for the authorities in this area as well as for the business sector.

USMCA and the labor chapter

The United States maintains economic resources in Mexico to comply with the labor reform, especially in the sectors that are of interest to it such as automotive, aerospace, maquila or call centers. It also updated the Hotline for workers in Mexico to properly file complaints in case of violations of their rights to freedom of association and collective bargaining.

In July, the Labor Experts assigned by the United States Congress will present their second report on the process of implementing the labor reform in Mexico and compliance with the Labor Chapter within the USMCA, in such a way that it is not ruled out that there are new complaints in the commercial framework.

Companies in the aforementioned sectors and in general those that export their products to the United States and Canada must be closely aware of compliance with the obligations established by that chapter of the trade agreement, as well as the obligations on freedom of association established by the Federal Labor Law.

OCT, under the new conditions of the subcontracting reform

In 2022 it will be the first time that the Profit Sharing (PTU) is calculated with the new formula incorporated in the Federal Labor Law (LFT) after the reform in the field of subcontracting, considering among other things the legal limit established in the Federal Labor Law and that expressly establishes that the payment of PTU may not exceed three months of salary of the worker or the average of the PTU received in the last three years, whichever is higher.

Undoubtedly, incurring non-payment can lead to fines and / or inspections by the Labor Authority or complaints by workers who are already part of the workforce and that could have serious consequences for companies.

Implementation of the new labor model

In May, the third stage of the new labor model enters fully, with which the Conciliation and Arbitration Boards will further limit their activities, highlighting that they will continue to operate until all pending matters are resolved, but they will no longer receive new cases.

In this third stage, it corresponds to the entities with the highest economic activity and therefore the greatest conflict and stand out mainly: Mexico City, Jalisco and Nuevo León.

In this group are also: Chihuahua, Coahuila, Michoacán, Nayarit, Sinaloa, Sonora, Tamaulipas and Yucatán together with those mentioned in the previous paragraph.

Teleworking, new rules

In the course of the first half of the year, the Ministry of Labor and Social Welfare must announce the Official Mexican Standard to regulate the safety and health conditions that must be observed in Telework, as promulgated in the LFT in January, and it is expected that they will address issues such as work accidents under this modality, the use of personal protective equipment, ergonomics and psychosocial risk factors, among others.

New discussions

In addition to the processes that are underway of the labor reform, it is expected that the labor authorities will begin the discussion and analysis of the regulation that must be given on the new forms of work, such as those developed in the Digital Platforms.

To the previous one, they will add the regularization of workers in the agricultural export sectors, this in order to stop any type of complaint or denunciations coming from the trading partners of the United States and Canada.

Undoubtedly, the agenda in labor matters poses great challenges for this 2022, being that for us at Deloitte – Mowat it will be a privilege to be able to assist them in any of them.

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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