



Reform to the federal labor law regarding the right to rest during the workday (“chair law”)

On December 19, 2024, was published in Mexico’s Official Gazette of the Federation a legal reform amending and adding various provisions to the Federal Labor Law, regarding the right of employee to rest during the workday.

In this sense, Section V of Article 132 of the Federal Labor Law (“FLL”) was modified to stipulate that it is the employers’ obligation to provide a sufficient number of seats or chairs with backrests for all employees in the

service, commerce, and similar work centers for the performance of their duties or for periodic rests during their workday. This provision will also apply to industrial establishments if the nature of the work allows it.

In the case of periodic rests, specific areas within the workplace shall be designated for the placement of seats or chairs with backrests.

Additionally, Section XVII Bis was added to Article 133 to prohibit

employers from requiring employees to remain standing throughout their workday and from preventing them from taking periodic seated breaks while rendering their services.

It was also established that the Internal Work Regulations must also regulate mandatory rest periods during the workday and the workers’ right to use seats or chairs during their workday, in accordance with Article 132.

It is important to mention that the reform will come into force 180 calendar days following its publication in the Official Gazette of the Federation, and employers will have a period of 180 calendar days to adjust their internal regulations after the Executive Order comes into force. Additionally, the Ministry of Labor and Social Welfare must issue regulations concerning occupational risk factors within 30 calendar days after it comes into effect.

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