



Rural Employees Legal Reform

On January 24, 2024, there was a Decree amending, adding, and repealing several provisions of the Federal Labor Law and the Social Security Law regarding the labor rights of rural employees was published in the Official Journal of the Federation.

In this regard, the following changes were made:

- The definition of rural employees was broadened to include individuals who perform work aimed at obtaining food or primary products through the performance

of various agricultural, horticultural, livestock, forestry, aquaculture, poultry, beekeeping or other similar tasks, provided that these are not subjected to any type of industrial process and as long as they are performed in rural areas. Excluded from this definition are individuals

working in agricultural, horticultural, livestock, forestry, aquaculture, poultry, beekeeping, or other similar companies that acquire rural products for packaging, repackaging, exhibition, sale or transformation through some process that modifies their natural state.

- Rural employees are classified as permanent and temporary. Likewise, those employees who work continuously for a period of more than twenty-seven weeks for one or more employers are presumed to be permanent.
- The employer and the employee may agree on a remuneration that allows him/her to earn more than the minimum professional wage, provided that the maximum working day is not exceeded.
- Employers are required to keep a register for temporary employees.
- Such record will be used to determine seniority and to calculate the benefits and rights derived from the total time of work.
- It must be set forth in a written employment agreement which must establish mechanisms to inform employees of the labor authorities and social services available to them for the exercise of their rights.
- Additional health and safety obligations are established for employers, such as providing healthy, sufficient and varied food during the workday, as well as drinking water and adequate sanitary services; providing free of charge to the employee, family

members or economic dependents, medicines and healing material for tropical, endemic and regional diseases, as well as paying employees who are disabled 75% of their salaries for up to ninety days; promoting education among employees and their families; transporting employees to medical services and providing free medical assistance, among others.

- Likewise, in the case of work that implies an imminent danger of harm to the safety and health of the employee, the employee may refuse to render the service, without loss or reduction of salary.
- The right of employees to be trained in programs aimed at a progressive improvement of their working conditions is reaffirmed, as well as the obligation of the employer to train and instruct them in the correct use of personal protective equipment when performing dangerous tasks.

It is important to mention that new fines are established in case of non-compliance with such obligations, which may be up to 2,500 UMAs (Measurement and Updating Unit) when there is no written employment agreement and no information mechanisms are established for the employees, and up to 5,000 UMAs when rooms, food, water, toilets, education, and transportation are not provided in the terms already mentioned.

This Decree became effective the day after its publication in the Official Journal of the Federation.

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