

COLLECTIVE BARGAINING AGREEMENTS IN MEXICO: TERMINATION OF LEGITIMATION PERIOD

MAY 2023

EXECUTIVE SUMMARY:

- On May 1, 2023, the term granted by the 2019 Labor Reform for the legitimization of collective bargaining agreements in Mexico expired.
- All agreements that do not have been legitimized or submitted the start of the legitimization procedure before May 1, 2023 have been legally terminated.
- Collective bargaining agreements that currently have a request for a legitimization procedure on the electronic platform may be legitimized until July 31 of this year.



On May 1, 2023, the term granted by the 2019 Labor Reform for the legitimization of collective bargaining agreements in Mexico expired. Therefore, all agreements that do not have been legitimized or submitted the start of the legitimization procedure before May 1, 2023 have been legally terminated.

Collective bargaining agreements that currently have a request for a legitimization procedure on the electronic platform established for this purpose may be legitimized until July 31 of this year.

Non-legitimized collective bargaining agreements will be terminated. This means unions will lose the administration of said agreements, as well as the right to collect union fees from the workers. However, the termination of the agreements will not indicate that the workers lose

their rights, benefits, and/or obligations agreed therein, so the employers will have to respect said conditions.

Although the term to legitimize has expired, this does not extinguish the right of workers to enter into collective bargaining agreements. However, all future agreements must follow the process for entering into new collective bargaining agreements established in the Federal Labor Law.

Then again, the collective bargaining agreements that have been legitimized by the majority support of the employees expressed through their secret ballot will continue to be in force and will continue to have all their legal effects if they comply with the respective formalities for their periodic review.

The Federal Center for Conciliation and Labor Registration, through its website, has established a list of the collective bargaining agreements in Mexico, which can be reviewed here: <https://centrolaboral.gob.mx/listado-cct-legitimados/>.

For further information in connection with this matter, please contact the partner in charge of your matters or one of the attorneys mentioned as follows:



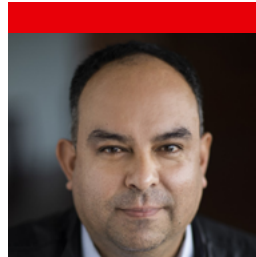
Juan Carlos de la Vega

Partner

Monterrey

+52 81 8133 6005

jdelavega@s-s.mx



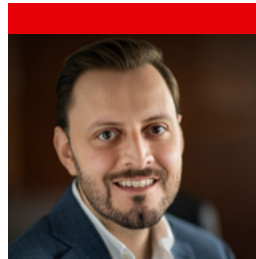
Andrés Rodríguez

Partner

Mexico City

+52 55 5279 5413

arodriguez@s-s.mx



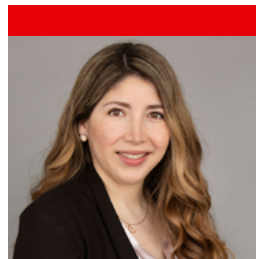
Francisco Udave

Partner

Mexico City

+52 55 5279 5435

fudave@s-s.mx



Denisse Ávila

Associate

Monterrey

+52 81 8133 6019

davila@s-s.mx