



# "CHAIR LAW" APPROVAL: SENATE APPROVES INITIATIVE TO AMEND THE FEDERAL LABOR LAW REGARDING EMPLOYEES' RIGHT TO REST DURING THE WORKDAY

NOVEMBER 2024

## Executive Summary:

- On November 28, 2024, the Senate approved the initiative that amends Articles 132, 133, 422, and 423, and adds a Section XVII to Article 133 of the Federal Labor Law, which requires employers to provide seats or chairs with adequate backrests to workers in the services, commerce, and analogous sectors, both for the execution of their tasks and for the mandatory periodic rest during the workday.
- Employers will have a period of 180 days from the Reform's entry into force to adjust their internal regulations.
- Failure to comply with this obligation will be penalized with a fine ranging from 250 to 2,500 times the Unit of Measure and Update or even a temporary suspension of business activities.

On November 28, 2024, the Senate approved the initiative that amends Articles 132, 133, 422, 423, and adds Section XVII to Article 133 of the Federal Labor Law, concerning employees' right to rest during the workday.

Employers must observe the following:

a) **Provide a sufficient number of seats or chairs with backrests** for all workers in the services, commerce, and similar sectors, both for performing their duties and for periodic rest during the workday. This requirement can **only be limited when the nature of the work poses risks to the safety and integrity** of workers due to sitting while performing their duties.

For example, in industrial sectors, these provisions

will apply as **long as the nature of the work allows it**.

b) Employers are prohibited from **requiring workers to remain standing for the entire workday**, and in cases of incompatible duties, they must not prohibit workers from **sitting periodically** during the performance of their tasks.

c) The Internal Work Regulations must **include the mandatory rest periods during the workday** and the rules governing workers' right to use seats or chairs with backrests during the workday.

Failure to comply with these obligations will be penalized with a fine ranging from 250 to 2,500 times the Unit of Measure and Update or even a temporary suspension of business activities.

The reform will come into effect 180 calendar days following its publication in the Official Journal of the Federation. Additionally, employers will have a period of 180 days from the reform's entry into force to adjust their internal regulations.

Therefore, employers are advised to review and update their Internal Work Regulations in order to comply with the new provisions.

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