



**MIJARES ANGOITIA  
CORTES Y FUENTES**

**LFT AMENDMENT DUE TO HEALTH CONTINGENCY**



**April 24, 2020**

On April 20, 2020, a bill initiative was presented in the Mexican Senate with the main purpose to amend the Mexican Federal Labor Law in order to include as a collective cause of suspension of the employment relationships, a health emergency for causes of force majeure.

Such bill is presented within the context of the health emergency generated from Covid-19 and intends to regulate similar situations that may arise.

Accordingly, the bill initiative intends to include as a collective cause of suspension of the employment relationships: *"The suspension of employment services or work, declared by the competent health authority, in cases of a health emergency due to force majeure"*.

In addition to the foregoing, the initiative proposes that, when the suspension of services is issued, the employer must continue to pay the employees' salaries for up to 30 days, accepting that the employees' salaries may be negotiated under the provision that these may never be reduced below the minimum wage.

It is important to consider that this bill initiative is not intended to substitute the cause of collective suspension of employment relationships that refers to the payment of a minimum wage for up to one month, since, according to the initiative, these are different cases of health contingency.

**In case of doubt or comment, do not doubt to contact us.**

**Claudio Jiménez De León | Partner | [jimenezdeleon@macf.com.mx](mailto:jimenezdeleon@macf.com.mx)**

**+52 (55) 5201 7400**

**Mijares, Angoitia, Cortés y Fuentes, S.C.**