

legal memo

Mexico City, January 2, 2023

Reforms to Federal Labor Law: Mexico Approves Increase to Paid Vacation Days

On December 27, 2022, the decree amending Articles 76 and 78 of Mexico's Federal Labor Law was published in the Official Gazette of the Federation, which doubles paid vacation days established by law.

The Mexican Senate unanimously approved the legislative reform known as "dignified vacations" on December 14, 2022. With this, all that remained was the signature of the Federal Executive and the publication of the decree reforming the Federal Labor Law in the Official Gazette of the Federation.

The following is a brief description of the vacation entitlement of all Mexican workers:

- As of January 1, 2023, employees who complete one year or more of service will be entitled to paid vacation and 25% vacation bonus according to the following table:

YEARS OF WORK COMPLETED	VACATION DAYS
1	12 days
2	14 days
3	16 days
4	18 days
5	20 days
6-10	22 days
11-15	24 days
16-20	26 days
21-25	28 days
26-30	30 days

- The minimum days of rest were increased from 6 to 12 as of the first year of work completed.
- The minimum number of consecutive days to be enjoyed is 12, unless the employee requests to distribute them as he/she prefers.

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