

Vacations reform was published in the Official Gazette of the Federation

Mexico City, January 2, 2023

On December 27, 2022, the “Decree amending articles 76 and 78 of the Federal Labor Law regarding vacations” was published in the Official Gazette of the Federation, which became effective on January 1, 2023.

The reform to the Federal Labor Law allows employees to have a minimum vacation period of 12 days as from the first year of service, which will increase by 2 working days until reaching 20 days for each year of service. Vacation days will subsequently increase according to the seniority of the employees as follows:

Years of service	Vacation Days
1 year	12 days
2 years	14 days
3 years	16 days
4 years	18 days
5 years	20 days
6-10 years	22 days
11-15 years	24 days
16-20 years	26 days
21-25 years	28 days
26-30 years	30 days
31-35 years	32 days

New provisions establish that employees must enjoy at least 12 days of vacations continuously. This period may be distributed in the form and time required by the employee at his/her discretion.

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