

The Decree Amending the Federal Labor Law to Reduce the Workweek was Published in the Federal Official Gazette

Mexico City, May 4, 2026

On May 1st, 2026, the "Decree amending, adding, and repealing various provisions of the Federal Labor Law (the "FLL"), regarding the reduction of working hours" (the "Decree") was published in the Federal Official Gazette. The Decree entered into force on the same day.

Gradual reduction of the working hours

The Decree provides that the statutory workweek will be progressively reduced to 40 hours per week, through a two-hour annual reduction beginning January 1st, 2027, in accordance with the following schedule:

Year	Maximum weekly work hours
2026	Entry into force and transition period
2027	46
2028	44
2029	42
2030	40

The duration of the workday shall be eight hours for daytime shifts, seven hours for nighttime shifts, and seven and a half hours for mixed shifts.

The parties may agree on the distribution of the weekly working hours, provided that the applicable maximum weekly limit for each year is observed, thereby allowing for the implementation of flexible work arrangements.

The obligation to grant at least one paid day of rest for every six days worked remains unchanged.

Likewise, the reduction of working hours will not result in any decrease in employees' salaries, wages, or benefits.



Overtime

The Decree introduces specific provisions regarding overtime:

- Overtime may not be performed for more than four days per week or more than four hours per day.
- Any overtime exceeding such limits will constitute a violation of the FLL.
- The number of overtime hours paid at double rate will increase gradually.

Accordingly, the applicable framework will be as follows:

Year	Overtime hours at double rate	Overtime hours at triple rate	Maximum weekly total
2027	9	4	13
2028	10	4	14
2029	11	4	15
2030	12	4	16

Overtime hours exceeding the applicable double-rate threshold in each year must be paid at triple rate, and in no case may exceed four hours per week.

Electronic timekeeping

The Decree introduces an obligation for employers to electronically record each employee's working hours from the beginning to the end of the workday and to make such records available to the authorities upon request. For such purposes, the Ministry of Labor and Social Welfare ("STPS") will issue the regulations determining the scope of, and potential exceptions to, this obligation.

Non-compliance may result in fines ranging from 250 to 5,000 Measurement and Update Units ("UMA")¹.

This obligation will enter into force on January 1st, 2027.

¹ UMA value for 2026: MXN \$117.31.

Practical considerations

Although the reduction of working hours will be gradual, its implementation will require significant adjustments in shift organization, compensation schemes, and budget planning, particularly with respect to the calculation and payment of overtime under the new limits set forth in the FLL.

In this context, companies are advised to begin a proactive assessment of their operational structures to anticipate the potential impact of the transition to a 40-hour workweek on labor costs, productivity, and business continuity.

Additionally, it should be noted that the Decree contemplates that the STPS will establish mechanisms to collect, process, and evaluate data related to the implementation of the workweek reduction, which suggests an environment of ongoing regulatory oversight and potential future adjustments based on observed outcomes.

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