



Chamber of Deputies approves reform to the Federal Labor Law regarding the reduction of the workweek

On 22 April 2026, the Plenary of the Chamber of Deputies approved the bill reforming the Federal Labor Law (LFT) regarding the reduction of the workweek, which had previously been approved by the Chamber of Senators. As a result, the bill has been approved by both chambers of the Congress of the Union. The reform constitutes the secondary legislation implementing the recent constitutional amendment to Article 123, Section A, of the Mexican

Constitution, regarding the reduction of the workweek.

It is important to note that the approved bill mainly provides for the following:

- A maximum workweek of 40 hours, as established in Article 59 of the LFT.
- The maximum daily length of the workday is maintained: 8 hours for the daytime shift, 7 hours for the nighttime shift, and 7.5 hours for the mixed shift.
- Overtime work may not exceed 12

hours per week, distributed over a maximum of 4 hours per day.

- Overtime hours shall be paid at an additional 100% of the employee's wage within the legal limit and at an additional 200% of the employee's wage when such limits are exceeded, with a legal cap established for excess overtime hours.
- The total working time, including ordinary and overtime hours, may not exceed the maximum limits established by law.

- Introduction of an electronic registration system.
- Establishment of sanctions for non-compliance with working time registration obligations.
- No reduction in employees' wages or benefits shall be permitted.

Likewise, the bill provides for a transitional regime contemplating the entry into force of the reform on 1 May 2026, as well as a gradual implementation of the reduction of the workweek from 48 to 40 hours between 2026 and 2030, together with a progressive adjustment of the overtime limits during the same period.

Having been approved by both chambers of the Legislative Branch, the bill has been forwarded to the Federal Executive Branch for publication in the official gazette, thereby concluding its legislative process.

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