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EY TAX Flash

Second Stage of Implementation of the Reform in Labor Justice Matters

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As a result of the Labor Justice Reform, the guidelines for the operation of the **Coordination Council for the implementation of the reform to the Labor Justice System** were published last July 5, 2019 in the Official Gazette of the Federation.

For the implementation of the Labor Reform, three stages were established, from which the implementation of this reform was staggered in three blocks of federal entities of our country, in order to make it possible to efficiently carry out the legislative and infrastructure adjustments, as well as to train the substantive and adjective personnel that will be in charge of the conciliatory and jurisdictional instances - federal and local - that must operate this new labor justice system.

The Reform to the Labor Justice System establishes that before going to court, workers and employers must attend the corresponding Conciliation Center, being the CFCRL the body in charge of attending labor conflicts of federal competence, which began operations on November 18, 2020 in the states of Campeche, Chiapas, Durango, State of Mexico, Hidalgo, San Luis Potosi, Tabasco and Zacatecas.

In an extraordinary session, the members of the **Coordination Council for the Implementation of the Reform to the Labor Justice System** unanimously agreed, through Agreement 11-21/09/2021, on a new date for the beginning of the second stage for **November 3, 2021**.

On October 5, 2021, a declaration of the Senate of the Republic was published in the Official Gazette of the Federation declaring the beginning of the second Stage of Implementation of the Labor Justice Reform, will enter in force on **November 3, 2021**, which will apply in the following states:

Aguascalientes, Baja California, Baja California Sur, Colima, Guanajuato, Guerrero, Morelos, Oaxaca, Puebla, Querétaro, Quintana Roo, Tlaxcala and Veracruz.

It is important to point out that the powers related to the Legitimation of existing Collective Bargaining Agreements -which were temporarily in charge of the Ministry of Labor and Social Welfare- were transferred to the CFCRL as of May 1, 2021. This procedure is provided for in the labor annex of the T-MEC and in the 11th transitory article of the Decree of Reform to the Federal Labor Law of May 1, 2019, which is carried out at a national level.

Finally, it is worth noting that as of October 1, 2021, the CFCRL will assume its registry functions in the rest of the national territory.

For further information about this bulletin, please contact any of the following professionals:

Legal - Labor

Jacqueline Álvarez
jacqueline.alvarez@mx.ey.com

Juan Carlos Curiel
juan.curriel@mx.ey.com

Alejandro Caro
alejandro.caro2@mx.ey.com

Odette Guevara
odette.guevara@mx.ey.com

Yeshua Gómez
yeshua.gomez2@mx.ey.com

Jesús Tapia
jesus.tapia@mx.ey.com

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