

**MEXICO *NOW***

**Mexico's Manufacturing  
Supply Chain Summit**  
Conference - B2B - Plant Visits

**El Paso, Texas  
April, 10-11, 2013**

# MAQUILADORA INDUSTRY IN MEXICO

LEXCORP ABOGADOS

2013

# A) MODIFICATIONS TO MEXICAN LABOR LAW

## A.1) MISCELLANEOUS

- \* Payment of salary through several means.
- \* Promotions by merit not by time.
- \* Who defines productivity (national committee).
- \* Hourly payment.
- \* Initial training (three or six months) mixed committee opinion for termination.
- \* Trial period of 30 or 180 days, mixed committee opinion for termination.

# MODIFICATIONS TO MEXICAN LABOR LAW

## **A.2) OUTSOURCING**

- \* No main activity.
- \* Specialized character.
- \* Not all employees.
- \* Not equal to those already working.
- \* Otherwise there will be direct liability.
- \* Service companies (profit sharing).

# MODIFICATIONS TO MEXICAN LABOR LAW

## **A.3) TERMINATION**

- \* Sexual harassment.
- \* Labor harassment.
- \* Notification given by certified mail.
- \* Downtime, 12 months and 2% for 15 months.

# MODIFICATIONS TO MEXICAN LABOR LAW

## **A.4) COLLECTIVE MATTERS**

- \* No transparency.
- \* No exclusivity clause.
- \* There are no changes in strikes.

# B) MAQUILA'S WISHLIST

- \* Comprehensive law.
- \* Tax structure.
- \* Service maquiladoras.
- \* Certified companies (Inspection similar to US system).

# WHERE TO CONTACT US

**Humberto Gayou, Esq.**

LexCorp Abogados

Paseo San Jerónimo 1665-2

Fraccionamiento San Jerónimo

Ciudad Juarez, Chihuahua

México

**+52 (656) 227-0300**

[hgayou@lexcorpabogados.com](mailto:hgayou@lexcorpabogados.com)



# THANK YOU!



**MEXICO *NOW***

**Mexico's Manufacturing  
Supply Chain Summit**  
Conference - B2B - Plant Visits

**El Paso, Texas  
April, 10-11, 2013**