

# Unión Nacional de Trabajadores por Aplicación y de Reparto de México



## Summary of the Reform to the Federal Labor Law on Digital Platforms in Mexico

### Approval and Objective:

This reform establishes the regulation of work on digital platforms, guaranteeing labor rights, social security, and better conditions for workers operating under digital schemes.

### Key Aspects of the Reform:

#### 1. Definition of Work on Digital Platforms:

- Recognizes a **subordinate labor relationship** where work is managed through digital platform technologies.

#### 2. Work Flexibility:

- Work will be **discontinuous and flexible**, with schedules defined by workers, who can connect and disconnect as needed.

#### 3. Access to Rights with Minimum Income:

- Workers earning at least the **monthly minimum wage** in Mexico City (\$8,364 MXN ≈ \$414.87 USD) will gain full access to labor rights and social security.
- Workers with lower earnings will retain **limited rights** and be classified as independent contractors.

#### 4. Social Security:

- Platforms must enroll workers in the **social security system**, covering occupational risks and ensuring access to health and housing benefits.

#### 5. Proportional Salary:

- Payments will proportionally include annual bonuses, vacation pay, and weekly rest days. However, tips will not count as part of the salary.



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## 6. **Mandatory Contracts:**

- Contracts will be mandatory and registered with the Federal Center for Labor Conciliation and Registration. They must specify work tools, income details, and algorithm management rules.

## 7. **Algorithm Transparency:**

- Platforms must guarantee transparency in algorithm use for task assignment and relationship management, including publishing algorithmic policies.

## 8. **Prohibitions for Companies:**

- Platforms are prohibited from charging for platform access, manipulating earnings to undermine the labor relationship, or engaging in contract simulations.

## 9. **Obligations for Platforms:**

- Issue detailed payment receipts.
- Provide necessary work tools.
- Respect digital disconnection outside working hours.

## 10. **Termination of Employment:**

- Employment will terminate automatically after 30 consecutive days of inactivity unless a justified cause is provided.

## 11. **Sanctions for Non-Compliance:**

- Platforms failing to comply will face fines of up to **25,000 times the UMA (Unit of Measurement and Update). (\$2,714,250.00 MXN ≈ \$134,796.56 USD)**

## **Impact and Significance:**

This reform is a milestone in recognizing labor rights for digital workers, ensuring dignified conditions tailored to technological work models while maintaining the sector's flexibility.