



VON WOBESER
& SIERRA
MEXICAN LEGAL NEWS

Chamber of Deputies approves reforms to the Federal Labor Law intended to eradicate the signing of blank documents

Dear clients and friends,

This past April 9th, the Chamber of Deputies approved a bill reforming articles 33 and 1006 of the Federal Labor Law regarding the signing of blank documents, which was presented by members of the Citizens Movement and the Institutional Revolutionary Party.

With this bill it is sought to eradicate the bad practices of some employers requiring their new workers to sign blank pages which can subsequently be filled in with text that involves a waiver of rights (a presumed voluntary termination of employment) or that impose obligations on the worker.

In this regard, the bill adds a second paragraph to article 33 which establishes the following:

“Article 33.- ...

It is prohibited to obligate workers to sign blank documents that involve the waiver of rights or impose obligations on the worker. If the worker is obligated to sign blank documents he or she may go to the Workers' Defense Agency or to the local or federal offices of Work Inspection to denounce the act, within a term of 30 days from the date of hiring. **The Workers' Defense Agency or the local or federal Work Inspection will keep the denouncement in secret in the event that it is necessary to contribute it as an element that may be used as evidence by the worker. If the worker's claim is successful in the proceeding, the employer will be subject to the sanction set forth in article 1006.**

...”

The sanction that may be imposed on the employer, in case of a successful case against it regarding the signing of a blank document, is currently established in article 1006, which is a penalty of 6 months to 4 years of prison and a fine of 125 to 1900 times the general minimum wage in effect in the Federal District (MX\$8,762.50 - MX\$133,190.00).



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This bill adds a second paragraph to article 1006 defining forged documents, as those blank documents that have been signed by the worker at the request of the employer or its representatives.

This proposed bill was sent to the Chamber of Senators for its review.

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Sincerely,

Von Wobeser & Sierra, S.C.

Mexico City, April 17th, 2015.