



Dear clients,

Given the current circumstances worldwide, but specially in Mexico and its imminent declaration of health contingency, we inform you about the main legal provisions derived from this contingency and which establish, in their pertinent parts, the following:

Chapter III

Suspension of the effects of the working relationships.

Article 42 Bis. In the cases where the competent authorities issue a declaration of health contingency, pursuant to the applicable provisions, which implies the suspension of work, the provisions of article 429, section IV of this Law shall be followed.

Chapter VII

Collective suspension of working relationships

Article 427.- The causes of temporary suspension of employment relationships in a company or establishment are:

...VII. The suspension of work, declared by the competent health authority, in cases of health contingency.

Article 429: In the cases indicated in article 427, the following rules shall be observed: ...

... IV. In the case of section VII, the employer will not require the approval or authorization of the Conciliation Board and will be obliged to pay their workers compensation equivalent to one day of the current general minimum wage, for each day the suspension lasts, without exceeding one month.

Article 432.- ... workers will be obligated to resume their work as soon as the contingency is concluded.

It is especially important to be attentive to the probable declaration of health contingency by the Secretariat of Health.

The following recommendations will be useful to protect general population:

- Wash hands frequently with soap and water.



- Do not touch your eyes, nose, or mouth.
- Sneeze or cough into your elbow.
- Use a hand sanitizer that contains at least 70% alcohol.
- Avoid crowded places.
- Avoid touching common touch points.
- Avoid travelling.
- Clean common areas frequently.
- Install sanitary stations with hand sanitizer at different points within workplace.
- Measure the body temperature of every worker when entering workplace.
- Avoid shaking hands between coworkers.
- Avoid meetings in small, enclosed spaces, where the distance from person to person is less than 1.5 meters.
- In case of any doubt or emergency, call the Epidemiological and Sanitary Intelligence Unit at 800-00-44-800.

Some of the probable symptoms are:

- fever over 37.5°C (99.5F)
- tiredness
- dry cough
- sore throat
- muscle and joint pain
- nasal congestion
- diarrhea

If you need any further information, you may contact any member of our team.



Best regards,

Tenorio Abogados, S.C.