

---

Mexico City; on April 11th, 2024

## New fines for the omission to enroll the work center with the INFONACOT

On April 4th, 2024, it was published in the Federal Official Gazette ("**DOF**", for its acronym in Spanish), the awaited reform to article 994 of the Federal Labor Law ("**FLL**"), regarding the new special fines for the omission of employer to enroll its/their work center(s) with the National Worker's Consumption Fund Institute ("**INFONACOT**", for its acronym in Spanish).

Although this reform was approved in past months, it had not been properly published in the DOF for its entry into force. This modification foresees a new special fine for employers for not enrolling its/their work center(s) with the INFONACOT, which could range between 50 and 1,500 times the Measurement and Updating Unit ("**UMA**", for its acronym in Spanish), that is to say, from \$5,428.50 Mexican pesos to \$162,855 Mexican pesos.

Before the publication of the reform, it was not foreseen in the FLL a specific fine for this omission, therefore, it was applicable article 1002 of the FLL for not sanctioned violations, whose generic fine could range from 50 to 5,000 times the UMA, that is to say, from \$5,428.50 Mexican pesos to \$542,850 Mexican pesos.

The labor and social security practice of ECIJA Mexico, S.C. remain at your disposal, with respect to any support or advice you may require in this regard.

---

### Labor and Social Security Practice of ECIJA Mexico, S.C.

socios.mexico@ecija.com

(+52 55) 56 62 68 40

www.ecija.com