

SUBJECT	LEGAL CHANGE	ACTION REQUIRED
<b>Dispute Resolution</b>		
<b>Introduction of New Federal Institution</b>	<p>New rules have been proposed, which would create a new Labour Conciliation and Registry Institute at the Federal Level. The rules have been submitted to the Senate and the House of Representatives for approval.</p> <p>If approved, the new Institute will be in charge of offering mandatory conciliation between employees and employers prior to litigation. This would only apply to employers belonging to the federal jurisdiction.</p> <p>The Institute would also be tasked with registering collective bargaining agreements.</p> <p>Effective date: To be confirmed</p>	No action is required at present, but keep abreast of how this develops.
<b>Changes to Litigation Rules</b>	<p>New procedural rules for employment litigation have been submitted to the Senate and the House of Representatives for approval. One of the aims is to bring current proceedings in line with the changes that will be made as a result of the new mandatory conciliation obligation (see above). New Labour Courts are also to be set up, which would form part of the Judicial Branch, as opposed to the Executive Branch.</p> <p>Effective date: To be confirmed</p>	No action is required at present, but keep abreast of how this develops.
<b>Outsourcing</b>		
<b>New Outsourcing Rules</b>	<p>New rules have been submitted to the Senate and the House of Representatives for approval. If approved, the rules currently applicable at Federal Level to outsourcing arrangements will change. The aim is to bring greater legal certainty to workers and the contracting parties.</p> <p>Effective date: To be confirmed</p>	No action is required at present, but keep abreast of how this develops.
<b>Trade Unions</b>		
<b>Increased Union Rights</b>	<p>New rules advocating the enhancement of union rights have been submitted to the Senate and the House of Representatives for approval. If approved, employers and 'business friendly' unions (i.e. inactive unions) will no longer be able to enter into collective bargaining agreements. This is to prevent employee representation from being undermined.</p> <p>Effective date: To be confirmed</p>	No action is required at present, but keep abreast of how this develops.
<b>Social Security</b>		
<b>Measurement and Update Unit ('Unit')</b>	<p>The current Unit rate of \$75.49 MXP will increase by mid-January, which will affect social security contributions, housing and social welfare dues. The new amount should be confirmed, and become effective, by February 1, 2018.</p>	No immediate action is required, but monitor any updates as to the amount of the increase and the effective date.