

New minimum wages as of January 1, 2022

Today the resolution of the Board of Representatives of the National Minimum Wage Commission (CONASAMI) that establishes the general minimum and professional wages that will be in force beginning on January 1, 2022, was published in the Official Federal Gazette.

As we had indicated in our prior bulletin (click [here](#) to read it), the new minimum wages are:

- General minimum wage: \$172.87 pesos daily.
- Minimum wage for the Northern Border Free Zone: \$260.34 pesos daily.

As in previous years, to determine the above indicated amounts the CONASAMI agreed an increase of \$16.90 pesos daily for the so-called Independent Recovery Amount (MIR for its initials in Spanish) plus an increase of 9%, resulting in \$172.87 pesos daily (*current minimum wage (\$141.70 pesos) + MIR (\$16.90 pesos) + 9% = \$172.87*). For the Northern Border Free Zone, a MIR was determined of 25.45 pesos daily plus the same increase of 9% (*current minimum wage (\$213.39 pesos) + MIR (\$25.45 pesos) + 9% = \$260.34*).

It is important to note that the MIR should not be used as a reference to set increases in the other wages in effect in the labor market, however, the professional minimum wages for the trades, professions and special works will have an increase of 22% in both geographic areas.

It is also important to mention that the salary increase of 9% is above the level of inflation, which could directly impact the review/negotiations of collective bargaining agreements, so it will be necessary to review the terms of such agreements to analyze the possible impacts.

For more specific information and to see the professional minimum wages, you may consult the website of the Official Federal Gazette, [at these link](#).

If you need additional information, please contact:

Rodolfo Trampe, Partner:

+52 (55) 5258-1054 | rtrampe@vwys.com.mx

Alix Trimmer, Associate:

+52 (55) 5258-1016 | atrimmer@vwys.com.mx

Alejandro Pérez, Associate:

+52 (55) 5258 1054 | alperez@vwys.com.mx

Ricardo Rosas, Associate:

+52 (55) 5258 1054 | rrosasg@vwys.com.mx

S I N C E R E L Y

VON WOBESER Y SIERRA, S.C.

Mexico City, December 8, 2021.

The information contained in this note does not constitute, nor is it intended to constitute, nor shall be construed as legal advice on the topic or subject matter covered herein. This note is intended for general informational purposes only. To obtain legal advice on a particular matter in connection with this topic, please contact one of our attorneys referred to herein.

VON WOBESER Y SIERRA, S.C.

Paseo de los Tamarindos 60

05120 Mexico City

+52 (55) 5258 1000

vonwobeser.com