

AMENDMENT TO THE FEDERAL LABOR LAW REGARDING REDUCTION OF WORKING HOURS

This week, the Chamber of Deputies approved the reform to the secondary law regarding the reduction of the workday. It is expected to be published and come into force on May 1.

The reform includes three key points:

1. Working hours

- The standard workday will have a maximum duration of 8 hours per day and 40 hours per week.
- Maintains the weekly mandatory paid rest day.
- The employer and the employee may agree on how to distribute working hours across the workdays.
- The reduction in working hours will not imply a decrease in salaries.

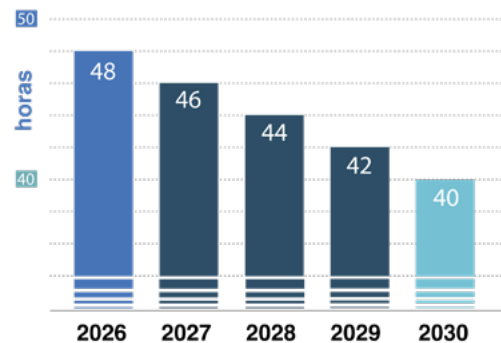
2. Overtime

- The maximum allowed overtime will be 12 hours per week, not exceeding 4 hours per day and 4 days per week.
- Overtime will continue to be paid at an additional 100% of the regular wage. Hours exceeding the maximum of 12 per week will be paid at an additional 200%, and in this case must not exceed 4 hours per week.
- The total of regular and overtime hours must not exceed 12 hours per day.

3. Electronic attendance records

- Employers are required to electronically record the start and end of the workday.
- This record may be requested by authorities, with fines ranging from 250 to 5,000 UMAs for non-compliance.
- The Ministry of Labor will issue the general provisions applicable to this system, which will come into force on January 1, 2027.

Gradual implementation as follows:



Gradual implementation of overtime limits as follows:

