



MAURICIO MONROY

Contadores

Ibáñez Soltero Gómez Paz y Monroy S.C.

Minimal wage Outcome and Impact on Taxes

Elisa Ibanez
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Minimal wage increase effective 1/1/2019

\$88.36 → \$102.68

\$88.36 → \$176.72



Impact on social security tax

| | | | | | |
|-------------------------------------|------------------------------|-----------|----------|-----|--|
| Cuotas patronales | No excede de 3 UMA \$ 241.80 | | | | |
| | \$ 140.00 | \$ 176.72 | \$ 36.72 | 26% | |
| Cuota Fija | \$ 16.44 | \$ 16.44 | \$ - | 0% | |
| Excedente 3 SMG | \$ - | \$ - | \$ - | 0% | |
| Prestaciones en Dinero | \$ 1.02 | \$ 1.29 | \$ 0.27 | 26% | |
| Gastos Médicos Pensionados | \$ 1.54 | \$ 1.94 | \$ 0.40 | 26% | |
| Riesgo de Trabajo | \$ 2.34 | \$ 2.95 | \$ 0.61 | 26% | |
| Invalidez y Vida | \$ 2.56 | \$ 3.23 | \$ 0.67 | 26% | |
| Guaderías y Prestaciones sociales | \$ 1.46 | \$ 1.85 | \$ 0.38 | 26% | |
| Retiro | \$ 2.93 | \$ 3.69 | \$ 0.77 | 26% | |
| Cesantía y Vejez | \$ 4.61 | \$ 5.82 | \$ 1.21 | 26% | |
| INFONAVIT | \$ 7.32 | \$ 9.24 | \$ 1.92 | 26% | |
| Total | \$ 40.22 | \$ 46.45 | \$ 6.24 | 16% | |
| Total salario más cuotas patronales | \$ 180.22 | 223.17 | \$ 42.96 | 24% | |

PRT 1.59840
UMA 80.6



Impact on Income Tax withholding

| | | | | | |
|----------------------------------|-----|----------|-------------|-------------|-----|
| Impacto ISR - Subsidio al empleo | \$ | 140.00 | 176.72 | | |
| | | 31 | 31 | | |
| Sueldo | \$ | 4,340.00 | 5,478.32 | | |
| Puntualidad | | 434.00 | 547.83 | | |
| Asistencia | | 434.00 | 547.83 | | |
| Ingresos Gravados | | 5,208.00 | 6,573.98 | \$ 1,365.98 | 26% |
| Limite Inferior | \$ | 4,910.19 | \$ 4,910.19 | | |
| Excedente | \$ | 297.81 | \$ 1,663.79 | | |
| % | | 10.88% | 10.88% | | |
| Impuesto Marginal | \$ | 32.40 | \$ 181.02 | | |
| Cuota Fija | \$ | 288.33 | \$ 288.33 | | |
| Impuesto Antes de Subsidio | \$ | 320.73 | \$ 469.35 | | |
| Subsidio al Empleo | \$ | 324.87 | \$ 253.54 | | |
| ISR a Retener | -\$ | 4.14 | \$ 215.81 | | |
| Salario menos ISR | \$ | 5,212.14 | \$ 6,358.17 | \$ 1,146.03 | 22% |



Impact on employee contribution

| | | |
|------------------------------------|-----------|--------|
| Salario diario | 176.72 | 178.00 |
| Factor de Integración | 1.0452 | 1.0452 |
| Salario base de cotización | 184.71 | 186.05 |
| Excedente 3 SMG | - | - |
| Prestaciones en Dinero | 0.46 | 0.47 |
| Gastos Médicos Pensionados | 0.69 | 0.70 |
| Invalidez y Vida | 1.15 | 1.16 |
| Cesantía y Vejez | 2.08 | 2.09 |
| Total Cuota Obrera | 4.38 | 4.42 |
| Salario diario menos cuota obrera | | 173.58 |
| Cuota obrera diaria salario mínimo | 4.38 | |
| Anual | 1,598.70 | |
| 100 empleados | 159,870 | |
| 1000 empleados | 1,598,700 | |



Other impacts of MW and UMA

- Severance payments
- Part time jobs
- Minimal and maximal limits for IMSS
- Cafeteria discount
- INFONAVIT discounts
- Salary in labor contracts (union)
- etc.



Contacts

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