



Aumento de Salario Mínimo General 2019

El pasado 17 de diciembre, se aprobó aumentar un 16.21% el Salario Mínimo General de \$88.36 a \$102.68 a partir del 1ro de enero de 2019, la Comisión Nacional de los Salarios Mínimos “CONASAMI” determino crear una Nueva Zona Económica Salarial en los municipios ubicados en los 25 kilómetros inmediatos a la frontera Norte donde habrá un SMG fronterizo de \$176.72.

A continuación, se muestran los estados y municipios que forman parte de la zona fronteriza:

| Baja California | Sonora | Chihuahua | Coahuila de Zaragoza | Nuevo León | Tamaulipas |
|--------------------|-------------------------------|----------------------|----------------------|------------|--------------------|
| Ensenada | San Luis Río Colorado | Janos | Ocampo | Anáhuac | Nuevo Laredo |
| Playas de Rosarito | Puerto Peñasco | Ascencio | Acuña | | Guerrero |
| Tijuana | General Plutarco Elías Calles | Juárez | Zaragoza | | Mier |
| Tecate | Caborca | Práxedes G. Guerrero | Jiménez | | Miguel Alemán |
| Mexicali | Altar | Guadalupe | Piedras Negras | | Camargo |
| | Sáric | Coyame del Sotol | Nava | | Gustavo Díaz Ordaz |
| | Nogales | Ojinaga | Guerrero | | Reynosa |
| | Santa Cruz | Manuel Benavides | Hidalgo | | Río Bravo |
| | Cananea | | | | Valle Hermoso |
| | Naco | | | | Matamoros |
| | Agua Prieta | | | | |

Adicional al aumento en la zona fronteriza se pretende reducir el IVA del 16% al 8% y el ISR al 20% teniendo un mejor bienestar de los trabajadores y de sus familias.

Sugerimos realizar una revisión de sus tabuladores salariales para ver si son afectados por esta situación.



Increase in Minimum Wage general salary 2019

The past December 17th, it was approved to increase a 16.21% the Minimum wage general salary from \$88.36 to \$102.68 pesos as of January 1st 2019, the Nacional Minimum Wage Salary Commission "CONASAMI" determined to create a New Salary Economic zone in the municipalities located within the immediate 25 kilometers to the North border in which there will be a minimum general salary border of \$176.72.

Following are the states and municipalities that conform the border zone:

| Baja California | Sonora | Chihuahua | Coahuila de Zaragoza | Nuevo León | Tamaulipas |
|--------------------|-------------------------------|----------------------|----------------------|------------|--------------------|
| Ensenada | San Luis Río Colorado | Janos | Ocampo | Anáhuac | Nuevo Laredo |
| Playas de Rosarito | Puerto Peñasco | Ascencio | Acuña | | Guerrero |
| Tijuana | General Plutarco Elías Calles | Juárez | Zaragoza | | Mier |
| Tecate | Caborca | Práxedes G. Guerrero | Jiménez | | Miguel Alemán |
| Mexicali | Altar | Guadalupe | Piedras Negras | | Camargo |
| | Sáric | Coyame del Sotol | Nava | | Gustavo Díaz Ordaz |
| | Nogales | Ojinaga | Guerrero | | Reynosa |
| | Santa Cruz | Manuel Benavides | Hidalgo | | Río Bravo |
| | Cananea | | | | Valle Hermoso |
| | Naco | | | | Matamoros |
| | Agua Prieta | | | | |

Additional to this increase in the border zone, the intention is to reduce the VAT from 16% to 8% and the Income Tax to 20% in order to have good welfare to employees and their families.

We suggest making a review from your salary tabulator in order to see if you are being affected by this situation.