

Jan 2024

# Bellamar

Punta Mita Living

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Ever wonder why we have never seriously been hit by a hurricane? Its because we are somewhat protected by the mountains across the bay that tend to deflect storms around us. Not a guarantee it won't ever happen for sure. But it certainly has held the past few years that we get predictions of storm path's headed straight for us that divert last minute around us. The picture above tells the story of how dramatic this "rain shadow" effect is. This photo of Punta Mita taken in 1986 predates the development we now know as "behind the gate". The small fishing village of Corral del Risco is visible but not much else. Note how dry and desert like this point is - almost without trees and vegetation due to the lack of rain water.

Take a look inside

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**Tip:** Have a concern about a neighbor or their guests that you want addressed? [Please use this form](#). Zen and the VC will be instantly notified so they can take appropriate action as needed.



## Irving Insider Info

Please welcome Ana to the Bellamar family. She and Irving have a lovely family with two girls - Irlanda (9 years) and Amaya (3 years).



## Mariott in La Cruz

Did you know there is an enormous hotel in the jungle in La Cruz? We sure didn't until we decided to go for a day pass somewhere to sit by the pool and have margaritas delivered.

For \$95 USD per person you get 9am-5pm access to their facility - including breakfast buffet, lunch by the pool, and all your drinks. The facility has several pools, a kids water park complete with slides. But our favorite was the "lazy river" where you could float endlessly on innertubes around on a slow moving warm river.

[Click here to purchase.](#)



## Local Goings On Costalta Opening

Ancora (the huge hotel/condo building they have been constructing downtown) is now open. In the ground floor they have a coffee shop and soon to be a taco bar. Up top on the roof, the new Costalta restaurant is open. We've gone a couple of times and the food has been good - particularly if you like steaks. But you go for the view - you can see forever!



# MYTHBUSTERS

## Today's Myth: Mexico does not have decent employee benefits.

Labor law in Mexico is incredibly favorable toward the employee. Right now there is a proposed constitutional change being debated by the Senate that would change the maximum work week hours from 48 to 40. Doesn't mean employees can't work more than 40 hours, just that you have to pay them overtime after 40 hours. We are working through how this will affect our employees should the law pass. More on that at the annual meeting.

Meanwhile, some fun facts on how pay and benefits work here in Mexico for employees. Note that not everyone is an employee, similar to the US they can also be contractors and pay their own taxes.

**Minimum Wage and Shifts:** In the US we are accustomed to thinking about minimum wage as an hourly rate you would pay an employee when working. To understand Mexican pay you have to shift your perspective as here it is a **daily** rate - paid every single day of the week, including one day of rest (typically Sunday). Right now the minimum wage is \$207 per day. The maximum hours worked per day is 8 hours during daytime and 7 hours at night. When a worker is on shift longer than 5 hours, they are also given a ½ hour break for lunch - which is included in the paid shift.

**Overtime pay** accrues when they work more than the max shift or more than the max hours per week (currently 48). Overtime is at 2x the hourly rate.

**Retirement:** Each worker has a savings account with funds managed by private retirement fund administrators who work to get the best returns. Contributions are paid to IMSS (Mexican Social Security Institute) as follows: 2% of salary by the employee, 5.15% of salary by the employer, and 7.43% by the government plus a flat rate of \$4 MXN per day. When the worker reaches age 60 they can take a lump sum or periodic payments. There is a catch though. If they go unemployed for a period of time their benefits go down - so they really need to maintain continuous employment.

Mandatory benefits the employer is responsible for:

- **Vacation days** ranging from 6 days at 1 year of service to 16 days at 10 years.
- **Vacation bonus** is paid at 25% more than the standard pay rate when they take their leave.
- **Holidays** are fully paid for 12 days, up from 7 due to a 2022 change in regulations.
- **Christmas bonus** commonly referred to as Aguinaldo or the 13<sup>th</sup> month salary, has a minimum payment of 15 days of salary.
- **Short Term Sick Leave** is paid for the first three days of an illness by the employer.
- **Severance** is nearly always paid even when the employee quits or is fired for something as egregious as stealing. While somewhat negotiable, typical is three months salary, their prorated Christmas / Vacation bonus, and vacation pay, plus 20 days pay per year of service for 15 years or more seniority.
- **Unpaid Time Off** must be granted if an employee is arrested or is performing a public service (think jury duty).

Employees, employers, and the government contribute to IMSS in order to fund employee benefits. Employees pay 3.15% of their salary, employers 20.4%, and government kicks in an additional 13.38%. These funds are used for:

- **Long Term Sick/Disability Leave** is paid if an employee can show a doctor's note. Employees are entitled up to 52 weeks of paid leave, which is paid at 60% of their salary.
- **Maternity Leave** is granted for a total of 12 weeks of paid time off. This is paid by IMSS if an employee has been contributing to the social security fund for 30 weeks, and paid by the employer if not. This can be extended if there are complications in birth.
- **Paternity Leave** is given for 5 days per child.
- **Childcare Leave** must be given in the unfortunate event an employee's child is diagnosed with cancer. This is covered by IMSS at 60% of their pay rate and can be for up to 364 days within a three year window.