



**GLOBAL  
UPSIDE®**

# Virtual Open House

Latin America HR and Payroll: Ask an Expert

June 29, 2018



# Welcome to the Webinar

A copy of the slide deck and recording of the webinar will be emailed to you.

Please send us your questions via the chat window at anytime during the webinar.

Panelists will answer all questions during the Q&A.

Share your comments, feedback, questions at [marketing@globalupside.com](mailto:marketing@globalupside.com).

# Panelists



**Andrew Wilson**  
VP, Strategic Accounts



**Nathan North**  
Director, Global Payroll

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## About Global Upside

Founded in 1999

HR, Payroll, Accounting in 100+ Countries

Single point of contact in your time zone with 24/7 support

Serving startups and established multinationals Clients including: Zillow, Blue Origin, IBM, Quest Software, SonicWall, Vitamix, Aclara, Aruba/HP, Viptela/Cisco and many more.

# Latin America: Key Considerations

## **Employment Options**

Contractor | Professional Employer Organization (PEO) / Employer of Record (EOR) | Subsidiary

## **Employment Contracts**

At Will – Does not exist | Work Time Regulations | Termination Protection | Breach Consequences

## **Benefits**

Statutory | Supplementary | Customary

## **Payroll**

Computation | Taxes | Payroll Reporting

## **Hire to Retire**

Staffing | Ongoing Workforce Management | Global Workforce Visibility

# Latin America Complex Countries



## Mexico

NAFTA and Mexico wages  
Permanent employment after the 1<sup>st</sup> month  
Generous vacation and service days  
Maximum work week limitation  
Private retirement and old age insurance fund



## Brazil

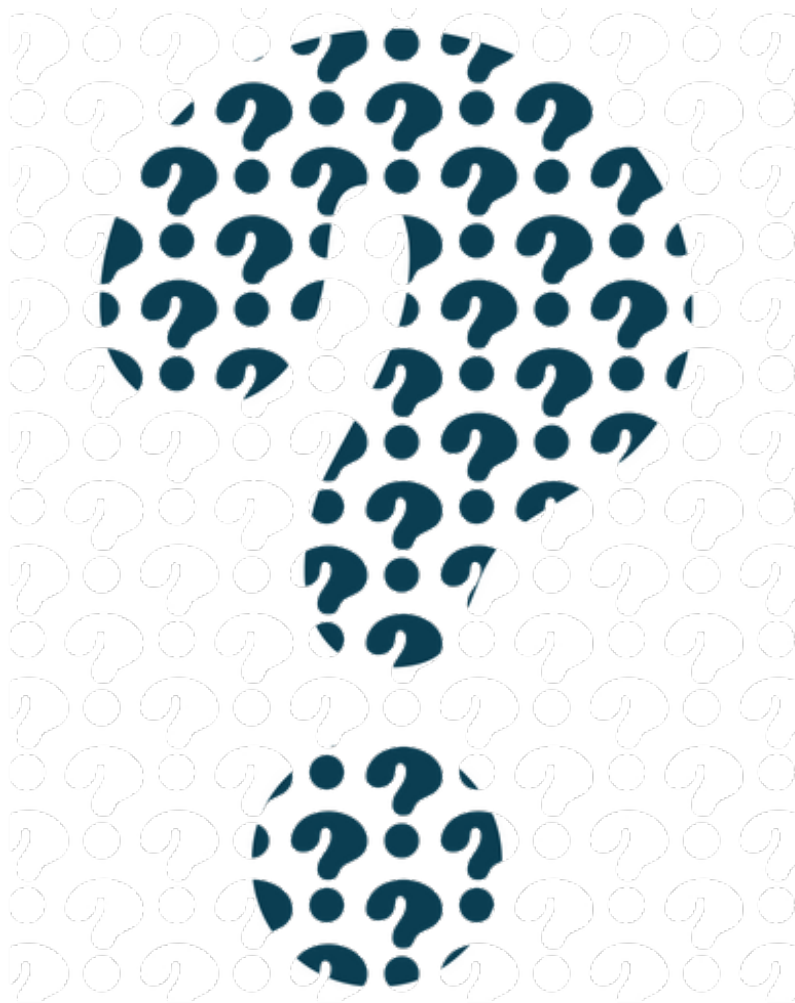
Joining a Union is now optional, but employers are obligated to pay Union Dues Tax  
Voluntary resignation allowed  
Definition of part-time workers hours increased  
Proposed national database staff and working arrangements  
Payroll accruals of 13<sup>th</sup> month and one month vacation



## Colombia

Enhanced severance payments  
Minimum wage increases  
Tax Reform and Capital Gains Tax  
Restrictions on work time  
Updated tax tables for 2018 (Tax Value Units & Peso Equivalence)

# Questions



I am looking for general knowledge around HR practices in Brazil including compensation, incentive pay, benefits and recruiting.

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MBO Bonus in Brazil?

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Independent contractor vs. payroll service for Brazil?

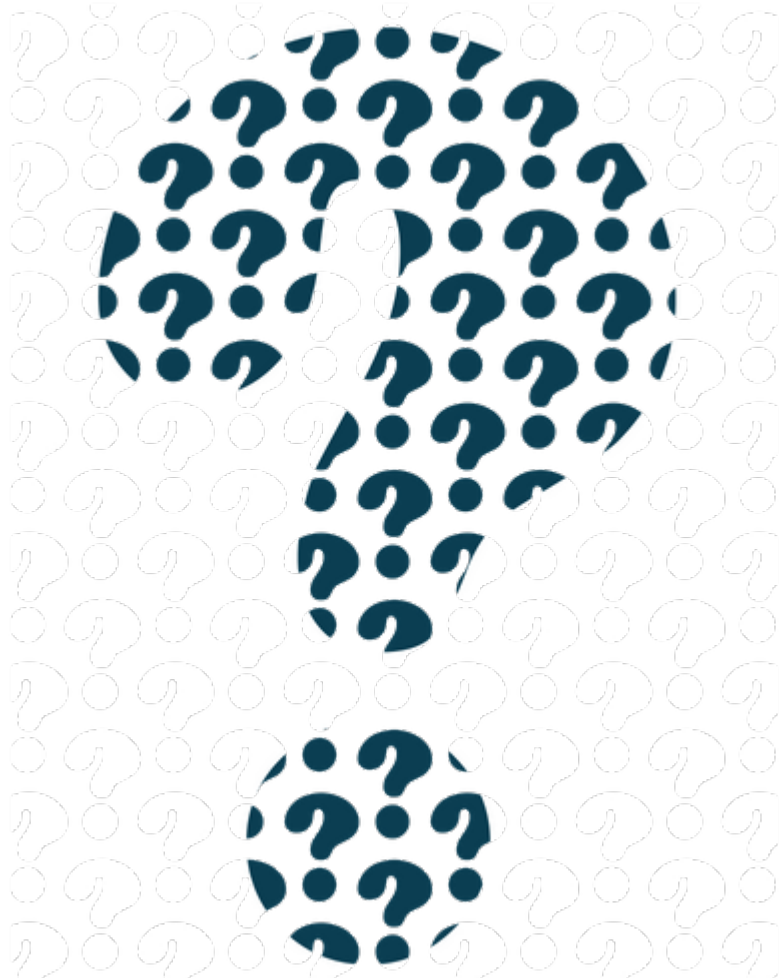
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Inpats to USA and expats from USA?

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What is the termination process and calculations in Chile, Argentina, Colombia, Perú, Brazil and Mexico?

# Questions



How do I recruit for positions in Mexico?

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What is the 13<sup>th</sup> month requirement in Brazil?

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What are unique items to consider when thinking about setting up an operation in Colombia?

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What are collective labor agreements (CLAs)?

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Can you elaborate on profit sharing rules in Mexico?

# Questions





# Talk to Us



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# Thank You



If you have additional questions please email [marketing@globalupside.com](mailto:marketing@globalupside.com) or call +1 408-913-9130

We will be responding to all unanswered pre-submitted questions via email.