

March 2016 Monthly GLO Report

The Department of Labor, Wage and Hour Division, proposes to update the regulations governing which executive, administrative, and professional employees (white collar workers) are entitled to the Fair Labor Standards Act's minimum wage and overtime pay protections. Key provisions of the proposed rule include: (1) setting the standard salary level required for exemption at the 40th percentile of weekly earnings for full-time salaried workers (projected to be \$970 per week, or \$50,440 annually, in 2016); (2) increasing the total annual compensation requirement needed to exempt highly compensated employees to the annualized value of the 90th percentile of weekly earnings of full-time salaried workers (\$122,148 annually); and (3) establishing a mechanism for automatically updating the salary and compensation levels going forward to ensure that they will continue to provide a useful and effective test for exemption. The Department last updated these regulations in 2004, which, among other items, set the standard salary level at not less than \$455 per week.

<http://www.regulations.gov/#!documentDetail;D=WHD-2015-0001-0001>

IRS Expands Voluntary Disc Verification Program extended to include approximately 15 PSPs, the IRS has already received 21 million Forms W-2. The IRS expects to receive 10% of all W-2s for over 10% of employers.

The Internal Revenue Service today issued an alert to payroll and human resources professionals to beware of an emerging phishing email scheme that purports to be from company executives and requests personal information on employees. The IRS has learned this scheme - part of the surge in phishing emails seen this year - already has claimed several victims as payroll and human resources offices mistakenly email payroll data including Forms W-2 that contain Social Security numbers and other personally identifiable information to cybercriminals posing as company executives.

<https://www.irs.gov/uac/Newsroom/IRS-Alerts-Payroll-and-HR-Professionals-to-Phishing-Scheme-Involving-W2s>

A key provision of the new Fixing America's Surface Transportation (FAST) law eliminates a requirement that child support agencies notify the noncustodial parent at least 10 days prior to requesting information from a consumer reporting agency if determining the appropriate level of payments or enforcing a child support order, award, agreement, or judgment. State agencies were previously required to provide a notice, by certified or registered mail to the noncustodial parent's last known address, which advised the noncustodial parent that a report would be requested from a consumer reporting agency. Under this amendment to FCRA, child support agencies can send Verification of Employment (VOE) requests directly to third-party providers without first sending notice to the noncustodial parent.

<http://www.acf.hhs.gov/programs/css/resource/guidance-about-third-party-verification-of-employment-providers>

E-Verify <> SSNVS

34th May 10-14, 2016 Opryland in Nashville, TN

35th May 16-20, 2017 Orlando World Center Marriott, Orlando, FL

Atlanta, GA - 06/22/2016 Payroll Tax Forum

Hotline Committee