

August 2016 Monthly GLO Report

The U.S. Department of Labor (DOL) has released two interim final rules to adjust the civil penalties for violations of the Fair Labor Standards Act (FLSA) and the Family and Medical Leave Act (FMLA).

<https://www.gpo.gov/fdsys/pkg/FR-2016-07-01/pdf/2016-15378.pdf>
<https://www.gpo.gov/fdsys/pkg/FR-2016-07-01/pdf/2016-15679.pdf>

The IRS has released an Information Letter explaining the applicability of Affordable Care Act (ACA) employer shared responsibility payments where a part-time or seasonal employee works more than 29 hours in a week. Information Letter 2016-0030.

<https://www.irs.gov/pub/irs-wd/16-0030.pdf>

The U.S. Department of Homeland Security (DHS) and the Department of Justice (DOJ) have issued interim final rules to adjust for inflation the civil penalties for violations of various provisions related to the prohibition against employing unauthorized aliens.

<https://www.gpo.gov/fdsys/pkg/FR-2016-07-01/pdf/2016-15673.pdf>

The Equal Employment Opportunity Commission (EEOC) has revised its proposal for the collection of pay data through the Employer Information (EEO-1) Report. The proposed changes include moving the reporting deadline to March 31 starting with the 2017 report that will be due in 2018.

<https://www.eeoc.gov/eeoc/newsroom/release/7-13-16.cfm>

Capitol Hill Cafeteria Workers to Receive \$1 Million in Back Wages After DOL Investigation. Workers who prepared and served meals in U.S. Senate cafeterias will receive back wages following a DOL investigation that found violations of the Service Contract Act (SCA) and the Fair Labor Standards Act (FLSA). WHD News Release No. 16-1552-PHI.

<https://www.dol.gov/newsroom/releases/whd/whd20160726>

The IRS has released draft versions of the 2017 Form 941, Employer's Quarterly Federal Tax Return, and Schedule B (Form 941), Report of Tax Liability for Semiweekly Schedule Depositors, which have been updated to allow eligible employers to claim the research tax credit against their employment tax liability.

<https://www.irs.gov/pub/irs-dft/f941--dft.pdf>

The IRS has issued proposed regulations to help taxpayers determine when amounts deferred under §457 plans are includible in income, including more liberal rules for determining when teachers who are paid over 9 or 10 months for a 12-month period spanning two calendar years are receiving deferred compensation.

<https://www.gpo.gov/fdsys/pkg/FR-2016-06-22/pdf/2016-14329.pdf>

The Federal Reserve released the Same-Day ACH Fee Schedule

https://www.frbservices.org/servicefees/fedach_services_2016_0923.html

There have been efforts to create a model state act to standardize the process for wage garnishments culminated with the Uniform Law Commission's approval of the Uniform Wage Garnishment Act

www.uniformlaws.org/shared/docs/wage%20garnishment/2016AM_WageGarnishment_As%20approved.pdf

In the upcoming weeks, employers may start seeing Federally Facilitated Marketplace notices if any of their employees enrolled in Health Insurance Marketplace coverage and were eligible for advance premium tax credits or cost-sharing reductions.

<https://www.cms.gov/CCIIO/Resources/Fact-Sheets-and-FAQs/Downloads/Employer-Notice-FAQ-9-18-15.pdf>

Clarkston, GA has resolution to raise the minimum wage for Clarkston City Government Employees to \$15.00 an hour.

<http://clarkstonga.gov/council-agenda-archive/council-ws-ragenda-7-5-17.html>

Atlanta, GA - 09/14/2016 Local Income Tax Compliance

Atlanta, GA - 10/31/2016 Preparing for Year End and 2017

Atlanta, GA - 11/01/2016 Government Public Sector Preparing for Year End and 2017

35th Annual Congress-May 16-20, 2017 – Orlando, FL