

October 2016 Monthly GLO Report

The Equal Employment Opportunity Commission (EEOC) has announced that it will collect summary pay data from certain employers. The pay data will be required beginning with the Employer Information Report (EEO-1) due on March 31, 2018.

<https://www.eeoc.gov/eeoc/newsroom/release/9-29-16.cfm>

The Social Security Administration (SSA) has posted the 2016 version of AccuWage software to its website. There are two versions for 2016: AccuWage Downloadable 2016 and AccuWage Online 2016. The new online version eliminates the compatibility issues many users were facing with the downloadable version.

<https://www.ssa.gov/employer/accuwage/index.html>

IRS Releases 2016 ACA Reporting Forms and Instructions. Forms 1094-B, Transmittal of Health Coverage Returns, 1095-B, Health Coverage, 1094-C, Transmittal of Employer-Provided Health Insurance Offer and Coverage Information Returns, and 1095-C, Employer-Provided Health Insurance Offer and Coverage, and their corresponding instructions.

<https://www.irs.gov/instructions/i109495c/ar01.html>

U.S. Citizenship and Immigration Services (USCIS) has announced that a revised Form I-9, Employment Eligibility Verification, has been approved. USCIS must publish the revised form by November 22, 2016. Employers may continue using the current version of Form I-9 until January 21, 2017.

<https://www.uscis.gov/i-9-central/whats-new>

The IRS has issued its annual list of optional "high-low" per diem rates for travel to locations within the continental U.S. Notice 2016-58 is effective for travel undertaken on or after October 1, 2016.

<http://www.gsa.gov/portal/content/141766>

The U.S. House of Representatives passed the Mobile Workforce State Income Tax Simplification Act (H.R. 2315), on September 21, providing a 30-day safe harbor against nonresident income tax withholding for employees who travel across state borders on business travel.

<http://www.mobileworkforcecoalition.org/>

Pursuant to Executive Order 13658, the U.S. Department of Labor has issued a notice updating the minimum wage for federal contractors beginning January 1, 2017 to \$10.20.

<https://www.gpo.gov/fdsys/pkg/FR-2016-09-20/pdf/2016-22515.pdf>

On or after October 24, users of the IRS's e-Services will be directed to update their account information when they attempt to access the e-services system.

<https://www.irs.gov/individuals/important-update-about-your-eservices-account>

The Office of Child Support Enforcement (OCSE) has issued an Action Transmittal (AT-16-05) to distribute a new National Medical Support Notice (NMSN).

<http://www.acf.hhs.gov/css/resource/distribution-of-federally-approved-nmsn-part-a-and-part-b>

Widespread condemnation from the business community, including APA, convinced the New York State Department of Labor (NYSDOL) to ease off on one of the most onerous provisions of its new wage payment regulations, and finalizes.

<http://docs.dos.ny.gov/info/register/2016/sept7/pdf/rulemaking.pdf>

Daylight Saving Time Ends November 6, 2016 – Fall Back an hour to repeat the same hour twice and get an extra hour of sleep, and paying employees an extra hour of work for the overnight shift.

A draft form of the 2017 Form W-2, Wage and Tax Statement, has been posted to the IRS website. The only significant change is that Box 9 has been labelled as "Verification code."

<https://www.irs.gov/pub/irs-dft/fw2--dft.pdf>

Two separate lawsuits have been filed in a Texas federal court challenging the validity of the U.S. Department of Labor's revised "white collar" rules.

<https://www.dol.gov/newsroom/releases/opa/opa20160920>

SSA Actuary's Testimony Highlights Solvency Issues. Congress must raise revenue for social security by 33%; reduce benefits by 25%; or create a combination of the two by 2034 to avoid a shortfall, according to Social Security Administration (SSA) Chief Actuary Stephen C. Goss.

<http://waysandmeans.house.gov/wp-content/uploads/2016/09/20160921SS-Testimony-Goss.pdf>

California – EITC notice requirements expanded; overtime requirements for agricultural workers adjusted; San Francisco Payroll Expense Tax rate reduced

http://www.leginfo.ca.gov/pub/15-16/bill/asm/ab_1801-1850/ab_1847_cfa_20160528_003309_asm_floor.html

• Illinois – paid sick leave requirements defined

<http://www.ilga.gov/legislation/publicacts/fulltext.asp?Name=099-0841>

Ohio – Federal unemployment loan repaid

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

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

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