

# APA Atlanta Chapter: The GLO Report, Monthly:



- ❖ *May summary; submitted June 2, 2017.*
- ❖ *Source / focus of content drawn for APA Congress sessions.*

## Opening:

### **1. Trump Presidency continues to be THE talking point(s) of the Year so far in 2017:**

- a. *Many outlets continue to watch and expect that changes to employer tax compliance and deregulation – as well as potential ACA changes - continue to be headlining items: all of these could have impact on our roles in the future.*
- ✚ *Recommended to all Payroll Professionals: remain current on the MANY topics, what they do, and when they may be coming.*
- ✚ *Tap all available outlets for information, including and especially the APA Services and resources available to members:*
  - a) *PayState Update*
  - b) *The List-Serv postings*
  - c) *Join the APA as a National Member and support your Local Chapter.*

## The Federal:

### **1. The New EEOC – 1:**

- a. *Effective date for the new reporting is March, 2018.*
- b. *The new Format and reporting will now include and require defined “Pay Ranges” and “Hours Worked”, and earned wages; defined a W-2 wages.*
- c. *Electronic Filing format will be REQUIRED – no paper option*
- ✚ *If your employer is required to file this report, start preparing now: data collection, summary & roll-up, new data elements, and the electronic requirement*
- ✚ *Payroll Department involvement appears necessary.*

### **2. Immigration:**

- a. *The old news: the NEW Form i-9 version required for use: eff: 1/22/2017*
- b. *The New NEWS:*
  - i. *E-Verify is NOT a viable substitute for an I-9 program: if you are using e-verify, you MUST also maintain your Forms I-9 program and process*
  - ii. *The new emphasis on immigration reform: Senate Bill 179 introduced this year would make e-Verify Mandatory for Federal Agencies, contractors, and ‘critical employers’ deemed so by the Department of Homeland Security.*
  - iii. *700,000 US employer use e-Verify today*
  - iv. *POTUS has ear-marked \$103M in funds deducted to development of e-Verify*
- ✚ *Learn more and become a user of e-Verify*

### **3. State Retirement Plans:**

- a. *CA, CT, IL, and OR are in the process of or have created automatic enrollment payroll deduction retirement plans mandated for employers who do not offer their own plans*
- b. *Employers will be responsible for providing information and taking the deduction...and remitting pay?*

- c. CA is mandatory for employers with FIVE or more employees; Illinois for 25 minimum, and voluntary for smaller business.

✦ **New Term: the "SIDE CAR" Plan: a short term retirement plan that is intended to encourage individuals to begin saving money for retirement; where the individual can pull their money out without penalty.**

## **PayState Update Highlights: The APA's Monthly source of information:**

### **1. Georgia Kin-Care law enacted:**

- a. Effective 7/1/17
- b. Impacts employers with 25 or more employees
- c. If already provided paid sick leave (PSL), you must now allow employees who work at least 30 hours a week to use up to FIVE days of already accrued PSL to care for an immediate family member.
- d. DOES NOT REQUIRE EMPLOYERS who already offer PSL to now provide it:
- e. Automatically repealed in 2020, unless extended by legislature

### **2. PSL – Cook County (IL) Minimum Wage and PSL:**

- a. Effective 7/1/17
- b. Total of 30 (of 135) Municipalities have opted out.

## **Upcoming APA Training Events: Atlanta & North Georgia Area:**

1. 6/14/2017 Payroll Tax Forum
2. 8/10/2017 Garnishments Forum
3. 9/15/2017 Local Income Tax Compliance
4. 9/27/2017 Payroll Practice Essentials
5. 10/23/2017 Preparing for Year-End & Next Year
6. 10/31/2017 Government/Public Sector Preparing for Year-End and Next Year

## Supporting Links and/or Documents:

The screenshot shows the U.S. Equal Employment Opportunity Commission (EEOC) website. The header includes the EEOC logo and the text 'U.S. Equal Employment Opportunity Commission'. A navigation menu contains links for Home, About EEOC, Employees & Applicants, Employers / Small Business, Federal Agencies, and Contact Us. A search bar is located in the top right corner. The main content area is titled 'EEO-1: Who Must File' and provides information on who is required to file Standard Form 100 (EEO-1). A sidebar on the left contains a table of links related to the EEO-1 Survey.

EEO-1 Survey
Home
About the EEO-1 Survey
Filing Procedures
Alternate EEO-1 Reporting Format
Additional Documentation
<b>EEO-1 Joint Reporting Committee</b> 1-877-392-4647 (toll-free) 1-866-262-0032 (fax)

Home > Employers > EEO-1 Survey

### EEO-1: Who Must File

Standard Form 100 (EEO-1) must be filed by --

A. All private employers who are:

1. subject to Title VII of the Civil Rights Act of 1964 (as amended by the Equal Employment Opportunity Act of 1972) with 100 or more employees EXCLUDING State and local governments, primary and secondary school systems, institutions of higher education, Indian tribes and tax-exempt private membership clubs other than labor organizations;

OR

2. subject to Title VII who have fewer than 100 employees if the company is owned or affiliated with another company, or there is centralized ownership, control or management (such as central control of personnel policies and labor relations) so that the group legally constitutes a single enterprise, and the entire enterprise employs a total of 100 or more employees.

B. All federal contractors (private employers), who:

1. are not exempt as provided for by 41 CFR 60-1.5,
2. have 50 or more employees, and
  - a. are prime contractors or first-tier subcontractors, and have a contract, subcontract, or purchase order amounting to \$50,000 or more; or
  - b. serve as a depository of Government funds in any amount, or
  - c. is a financial institution which is an issuing and paying agent for U.S. Savings Bonds and Notes.

Only those establishments located in the District of Columbia and the 50 states are required to submit Standard Form 100. No reports should be filed for establishments in Puerto Rico, the Virgin Islands or other American Protectorates.

<https://www.eeoc.gov/employers/eeo1survey/whomustfile.cfm>

# A BILL

To expand the use of E-Verify, to hold employers accountable, and for other purposes.

*Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,*

## SECTION 1. SHORT TITLE; TABLE OF CONTENTS.

(a) SHORT TITLE.—This Act may be cited as the “Accountability Through Electronic Verification Act”.

(b) TABLE OF CONTENTS.—The table of contents for this Act is as follows:

[Sec. 1. Short title; table of contents.](#)

[Sec. 2. Permanent reauthorization.](#)

[Sec. 3. Mandatory use of E-Verify.](#)

[Sec. 4. Consequences of failure to participate.](#)

[Sec. 5. Preemption; liability.](#)

[Sec. 6. Expanded use of E-Verify.](#)

[Sec. 7. Reverification.](#)

[Sec. 8. Holding employers accountable.](#)

[Sec. 9. Information sharing.](#)

[Sec. 10. Form I-9 Process.](#)

[Sec. 11. Algorithm.](#)

[Sec. 12. Identity theft.](#)

[Sec. 13. Small Business Demonstration Program.](#)

## SEC. 2. PERMANENT REAUTHORIZATION.

Section 401(b) of the Illegal Immigration Reform and Immigrant Responsibility Act of 1996 (division C of [Public Law 104–208](#); [8 U.S.C. 1324a](#) note) is amended by striking “Unless the Congress otherwise provides, the Secretary of Homeland Security shall terminate a pilot program on September 30, 2015.”.

## SEC. 3. MANDATORY USE OF E-VERIFY.

(a) FEDERAL GOVERNMENT.—Section 402(e)(1) of the Illegal Immigration Reform and Immigrant Responsibility Act of 1996 ([8 U.S.C. 1324a](#) note) is amended—

(1) by amending subparagraph (A) to read as follows:

<https://www.congress.gov/bill/115th-congress/senate-bill/179/text?r=8>