

APA Atlanta Chapter: “The Monthly GLO Report”



- ❖ October summary; submitted 11/8/2017
- ❖ Source / focus: Year-end and PSL requirements

Opening:

1. Year End:

- a. An outstanding IRS webinar has been forwarded by the Chapter:
- b. Free IRS Webinar detailing year-end changes related to the W-2, Verification number pilot program, and MUCH more.
- c. This is an outstanding resource for payroll professionals; brought to you FREE by the Internal Revenue Service
- d. **A STRONG recommend to attend on December 7.**
- e. Thank You: the Award Winning APA-Atlanta Chapter!

The Federal:

1. The “New EEOC – 1”: **Cancelled!**

- a. Alerted last May;
- b. The OMB canceled requirements; Payroll Currently, 10/6.

2. Truncated or MASKED SSN’s on Form W-4:

- a. The IRS has proposed the new rules
- b. Employers are OPTIONAL to comply by 2019
- c. Just released; **APA is commenting: more to come**

3. Immigration:

- a. 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.
- b. POTUS ear-marked \$103M in funds deducted to development of e-Verify: **APPROVED!**
 - i. E-Verify gets 2018 Budget amounts to support and enhance the system
- c. **NOTE: Both California and New York City have issued guidelines for DACA / employer guidance**

PayState Update Highlights: The APA’s Monthly source of information:

4. State & Local Paid Sick Leave or “PSL”:

- a. Rhode Island passed September; joins:
 - i. Arizona
 - ii. California
 - iii. Connecticut
 - iv. Washington DC
 - v. Massachusetts
 - vi. Oregon

- vii. Vermont
- viii. Washington

b. Total of NINE States that now have (new) / a Paid Sick Leave requirement

c. ...and at the Local level:

- i. Cook County, IL (* Backlash – opts out by Municipalities within the County)
- ii. Chicago
- iii. Los Angeles
- iv. San Diego
- v. Berkeley (CA)
- vi. Minneapolis
- vii. St. Paul

d. OTHER TYPES are coming too:

- i. PFL: Paid Family Leave: (Maryland, New York)
- ii. PFML:

e. New Term – “Preemptive Prohibition”:

- i. Many State Legislators are beginning to legally block, bar or ban preemptive state-level requirements, forbidding or preventing city, county jurisdictions from passing such laws that impact wages, pay, paid leave, or otherwise compensation and leave related requirements
- ii. States already in place:
 1. Ohio
 2. Iowa
 3. Georgia
 4. Washington: (Seattle payroll tax)
 5. Missouri
 6. Arkansas

5. What’s next: Predictive Scheduling requirements:

a. Oregon becomes the first State to pass or newly enact requirements related to the employer’s requirement to provide schedules for workers.

b. Watch for MORE of these in 2018; localities here are also active:

- i. Emeryville (CA)
- ii. New York City
- iii. Seattle
- iv. San Francisco
- v. *MOST set to take effect in July of 2018
- vi. *MOST include “pay en lieu” requirements for late changes to work schedules.

Upcoming APA Training Events: Atlanta & North Georgia Area:

1. 10/23/2017 Preparing for Year-End & Next Year
2. 10/31/2017 Government/Public Sector Preparing for Year-End and Next Year

Supporting Links and/or Documents: