

# THE EMPLOYER'S PAYROLL QUESTION AND ANSWER BOOK (2015) SUPPLEMENT



(THE AFFORDABLE CARE ACT  
& FORMS 1094-C AND 1095-C)

PAUL LOVE

# The Employer S Payroll Question And Answer 2015

**Dana Shilling,Pro Rfza**



## **The Employer S Payroll Question And Answer 2015:**

Payroll Answer Book Deborah Ellis Timberlake, 2019-05-16 Payroll Answer Book Payroll Answer Book gives payroll professionals guidance on what steps they need to take to comply with the laws and regulations governing payroll The Q A format helps you quickly and easily find answers to all of your employees payroll questions From both a legal and practical standpoint broad and deep coverage is given to Payroll implications of the wage and hour law How to handle the federal employment taxation of benefits offered to employees Computing and paying payroll taxes How to handle garnishments and other deductions How to determine whether workers are employees or independent contractors What records must be kept What the benefits and disadvantages of direct deposit of employees wages are How to treat sick pay How to handle a merger or acquisition What to ask when employees work abroad In addition to answering the full range of payroll questions the Payroll Answer Book contains abundant examples that illustrate necessary calculations The 2019 Edition of Payroll Answer Book has been updated to include How to complete the 2018 W 2 Form Requirements under the Protecting Americans from Tax Hikes PATH Act provisions that are in effect for 2016 Forms W 2 A new safe harbor for de minimis errors Revised due dates for forms Budget proposals for 2018 affecting unemployment Additional analysis about the method of acquisition of a predecessor s property being material And much more Previous Edition Payroll Answer Book 2018 Edition ISBN

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Bulletins issued by DOL final and proposed regulations issued by both IRS and DOL and important case decisions Specifically The 2015 Pension Answer Book discusses the following IRS further guidance on the application of the Windsor decision Final regulations on hybrid deferred benefit plans Proposed regulations on market rate of return requirement Notice providing temporary nondiscrimination relief for certain closed defined benefit plans For 2014 increases in the dollar limitation applicable to the annual retirement benefit under a defined benefit plan 210 000 the annual addition under a defined contribution plan 52 000 and compensation 260 000 Self employed individual s plan contribution deduction Updated covered compensation tables More IRS rulings on minimum funding waivers Changes to segment rates under HATFA More on the anti cutback rule More IRS rulings on required minimum distributions And much more      *APA Basic Guide to Payroll, 2017 Edition* Mitchell-George, 2017-01-03 The 2017 Revised Edition of American Payroll Association APA Basic Guide to Payroll is an invaluable resource that helps you stay up to date answer employees questions and train your staff Payroll professionals need to be 100 percent compliant with a host of legislative and regulatory requirements The 2017 American Payroll Association Basic Guide to Payroll delivers plain English explanations of payroll laws and regulations you need to deal with these uncertainties as well as what we know Payroll will face in 2017 Accelerated due date to submit Forms W 2 to SSA Higher salary requirements for employees to be exempt from overtime Increased penalties for FLSA violations 2017 indexed amounts for benefits and pensions New regulations eliminating automatic extension to file Form W 2 Update on certified professional employee organizations A new de minimis safe harbor for Forms W 2 New per diem rates for 2017 Here are just some of the challenges payroll professionals face in 2017 Increased concern by the IRS about tax related identity theft and refund fraud is affecting employers New regulations for white collar employees may affect how and what you pay employees The Department of Labor DOL has concluded that most workers are employees impacting how you may have classified independent contractors in the past Plus you never know what else the IRS Congress and the courts have in store for Payroll

American Payroll Association (APA) Basic Guide to Payroll, 2016 Edition By Delores Risteau, Joanne

Mitchell-George, 2016-01-07      **The Employer's Payroll Question and Answer Book (2015)** Paul Love, 2015-01-25 Once upon a time payroll was pretty simple Figure each employee s gross pay subtract federal state local taxes and a couple of other deductions and write a check for the difference Nothing stays simple for long though pretty soon along came direct deposit 401 k plans cafeteria plans vehicle allowances the Affordable Care Act garnishments third party sick pay paycards and a raft of other complications For many small companies payroll went from taking an hour or so each pay period to a process that can consume a whole day or more And that s just to produce the paychecks there are usually various files to be written and reports to be filled out as well In short payroll can be a very confusing time consuming task For a new employer it can be frustrating just figuring out how to get started and even employers who ve been at it for a while can run into problems when new situations arise or payroll laws change The purpose of this book is to give a quick overview of what every

employer needs to know about payroll It provides simple easy to understand answers to a good many of the most frequently asked payroll questions along with references to other sources if you need more detailed information *Complete Guide to Human Resources and the Law, 2017 Edition* Shilling,2016-10-21 The Complete Guide to Human Resources and the Law will help you navigate complex and potentially costly Human Resources issues You ll know what to do and what not to do to avoid costly mistakes or oversights confront HR problems legally and effectively and understand the rules The Complete Guide to Human Resources and the Law offers fast dependable plain English legal guidance for HR related situations from ADA accommodation diversity training and privacy issues to hiring and termination employee benefit plans compensation and recordkeeping It brings you the most up to date information as well as practical tips and checklists in a well organized easy to use resource The 2017 Edition provides new and expanded coverage of issues such as The Supreme Court held in March 2016 that to prove damages in an Fair LaborStandards Act FLSA donning doffing class action an expert witness testimony could be admitted *Tyson Foods Inc v Bouaphakeo* 136 S Ct 1036 2016 Executive Order 13706 signed on Labor Day 2015 takes effect in 2017 It requires federal contractors to allow employees to accrue at least one hour of paid sick leave for every 30 hours they work and unused sick leave can be carried over from year to year Mid 2016 DOL regulations make millions more white collar employees eligible for overtime pay by greatly increasing the salary threshold for the white collar exemption Updates on the PATH Act Protecting Americans From Tax Hikes Pub L No 114 113 The DOL published the fiduciary rule in final form in April 2016 with full compliance scheduled for January 1 2018 The rule makes it clear that brokers who are paid to offer guidance on retirement accounts and Individual Retirement Arrangements IRAs are fiduciaries In early 2016 the Equal Employment Opportunity Commission EEOC announced it would allow charging parties to request copies of the employer s position statement in response to the charge The Supreme Court ruled that in constructive discharge timing requirements run from the date the employee gives notice of his or her resignation not the effective date of the resignation *Certiorari* was granted to determine if the Federal Arbitration Act FAA preempts consideration of severing provisions for unconscionability Accounting Principles Jerry J. Weygandt,Paul D. Kimmel,Donald E. Kieso,2018-06-06 *Accounting Principles* provides students with a clear introduction to fundamental accounting concepts with an emphasis on learning the accounting cycle from a sole proprietor perspective This product helps students get the most out of their accounting course by making practice simple Streamlined learning objectives help students use their study time efficiently by creating clear connections between the reading and the homework Answers to 100 Frequently Asked Questions about Social Security Retirement Benefits John Weber,2018-12-11 Completely updated expert advice on making the most important financial decision of your life When it comes to Social Security benefits the first question most people facing retirement asks is when do I start Age 62 Given the changing laws and the overwhelming number of core rules and codicils the answer is there is no single best answer for everybody This comprehensive and comprehensible book functions both as a primer and to

dispel many of the common misconceptions people have about Social Security what it really is how it works and how to get the most from the greatest investment you ever made Best of all editor John Weber does all the work for you Sifting through thousands of pages of SSA publications he narrows down the hundred most important and frequently asked questions about Social Security He also unscrambles just as many pages of head scratching answers and lays them all out in clear concise and useful language to guide you toward maximizing your retirement benefits in the simplest way possible From enrollment to payday this invaluable book will help you make the most informed decisions about securing the comfortable and stress free future you deserve **Complete Guide to Federal and State Garnishment, 2019 Edition (IL)** Bryant,2018-12-19

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**The Employer's Payroll Question and Answer Book (2015) Supplement** Paul Love,2015-09-10 This supplement to The Employer's Payroll Question and Answer Book 2015 is a condensed guide to Forms 1094 C and 1095 C the IRS forms that Applicable Large Employers must use to report health care coverage information to the IRS under the rules of the Affordable Care Act Applicable Large Employers are those employers who have 50 or more full time employees including full time equivalents or who are part of a group with a common owner or owners where the members of the group collectively have 50 or more full time employees All Applicable Large Employers ALEs or employers who are a member of an aggregated group that qualifies as an ALE must provide 1095 C forms to each of their full time employees by January 31 2016 for calendar year 2015 regardless of whether or not the employer offered health care coverage in 2015 In addition copies of the 1095 C forms must also be submitted to the IRS by February 28 2016 if filing on paper or by March 31 2016 if filing electronically The 1095 C forms submitted to the IRS must be accompanied by a Form 1094 C the transmittal form similar to the W 3 form that accompanies the W 2 forms sent to the Social Security Administration The sections in this supplement include a basic overview of the Affordable Care Act ACA and detailed instructions for filling out Form 1094 C and Form 1095 C Additional references are also given where employers can find more information about the ACA and its reporting requirements

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Tyson Foods Inc v Bouaphakeo 136 S Ct 1036 2016 Executive Order 13706 signed on Labor Day 2015 takes effect in 2017 It requires federal contractors to allow employees to accrue at least one hour of paid sick leave for every 30 hours they work and unused sick leave can be carried over from year to year Mid 2016 DOL regulations make millions more white collar employees eligible for overtime pay by greatly increasing the salary threshold for the white collar exemption Updates on the PATH Act Protecting Americans From Tax Hikes Pub L No 114 113 The DOL published the fiduciary rule in final form in April 2016 with full compliance scheduled for January 1 2018 The rule makes it clear that brokers who are paid to offer guidance on retirement accounts and Individual Retirement Arrangements IRAs are fiduciaries In early 2016 the Equal Employment Opportunity Commission EEOC announced it would allow charging parties to request copies of the employer s position statement in response to the charge The Supreme Court ruled that in constructive discharge timing requirements run from the date the employee gives notice of his or her resignation not the effective date of the resignation Certiorari was granted to determine if the Federal Arbitration Act FAA preempts consideration of severing provisions for unconscionability Previous Edition Complete Guide to Human Resources and the Law 2018 Edition ISBN 9781454884309 **The Complete Guide to Human Resources and the Law** Dana Shilling,2023 **PayrollOrg Basic Guide to Payroll, 2024** Mitchell-George, **Research on Professional Responsibility and Ethics in Accounting** C. Richard Baker,2021-10-11 This edition of Research on Professional Responsibility and Ethics in Accounting explores many aspects of professional responsibility and ethics in accounting including Giving Voice to Values Whistleblowing Earnings Management and Materiality

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