



PAY MATTERS

June 2015

The Newsletter of the CenTex Chapter of the American Payroll Association

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July Meeting

Thursday, July 9th, 2015
11:30 a.m. – 1:30 p.m.

new location this month

Farm Credit Bank of Texas

4801 Plaza on the Lake Drive
Austin, TX 78746

Directions:

Heading SOUTH on HWY 360 Capital of Texas Hwy: When you approach the Hwy 360 Bridge of Lake Austin (shown below), move into right hand lane to be prepared to turn RIGHT onto PLAZA ON THE LAKE DRIVE which is at the southern base of the bridge. Turn RIGHT onto PLAZA ON THE LAKE DRIVE and first driveway on your right will be FARM CREDIT BANK. If you reach RiverBend Church on Hwy 360, then you missed Plaza On The Lake Drive street (turn around).



Heading NORTH on HWY 360 Capital of Texas Hwy: After passing intersection for CEDAR ST, look for exit for PUBLIC BOAT RAMP on your right. Go under the Hwy 360 Bridge of Lake Austin (shown above), go pass Hwy 360 Public Boat Ramp Park, and stay on shoulder of road as it merges onto Southbound Hwy 360. Turn RIGHT onto PLAZA ON THE LAKE DRIVE and first driveway on your right will be FARM CREDIT BANK. If you reach RiverBend Church heading South on Hwy 360, then you missed Plaza On The Lake Drive street (turn around and try again).

For meeting details and to register:

We will no longer use the EVITE website for meeting RSVPs. You must use our CenTex website.

Go to www.centexchapterapa.org, click on **MEETING** page and click on **READ MORE INFO**.

To Register, click on **REGISTER NOW** and it will ask for you to log in. Members and recently attended Non-Members can log in using your first initial and last name as user name or use your email address. Passwords were sent out to you in emails or contact CenTex_apa_treasurer@yahoo.com for password resets. Otherwise, you can register as GUEST by providing name and email. Payment will be accepted at meeting check-in or by mail as website is not set up for on-line payment for this year.

President's Letter

Jaynette Odegaard

Happy June! School is out and many of you may be planning summer trips. Be safe if you are travelling and remember to stay cool whenever possible! Due to “technical difficulties” (where a computer crashed and had to be rebuilt) this newsletter is a little delayed. The information is still good though! ☺ Thank goodness (most of the time) for our IT folk!

Our May meeting covered the topic “Escheat Happens” and Susan Vance brought up a lot of topics that sparked a lot of questions. Our June meeting covered the topic “Difficult Conversations: Talking to Employees Without Digging Legal Holes” and how to address employee performance. Liz Hernandez did a fabulous job and it's always a good reminder to know what to say and how to say it. If you attended either of those meetings, hopefully you were able to gain helpful tips to take back to your workplace.

We are currently looking for a new space to hold our monthly meetings. The Norris Conference Center meets our needs but the cost is a little high and we would prefer not to raise the membership rates in order to break even each month. We want to find another option that would better suit you, our members, and still be able to provide a quality learning experience. Please let a board member know if any of your offices or work places have a large conference room that we could use each month or if you are aware of any other meeting spaces. We do need a place with adequate parking and would prefer a central location so the drive would be as fair as possible to all members. We would like to keep the same venue each month so people know what to expect and how much time to allow for travelling. Our member Linda Doyle has graciously offered a meeting space at her office so the July meeting will be at Farm Credit Bank of Texas, 4801 Plaza on the Lake Dr, Austin TX 78746.

Our June meeting was the last one using the Evite system. Going forward, meeting notices will be sent through the website and RSVPs will be made through the website as well. We aren't able to take payments through the website yet so payment will still be due at the meeting, but you have the option of paying with cash, check, or credit card. Please remember to RSVP early so we know how many people to expect. We want to make sure there are enough chairs and plenty of food, whatever the venue. We do try to allow for late registrations and walk-ins, but we also want to make sure the people who registered get their money's worth! If you do register and aren't able to attend the meeting, you are still responsible for paying for the amount of the meeting.

Our CPP class has officially started but it's not too late to join. If you are considering taking the CPP exam in the fall of 2015 or spring of 2016, this class will be especially beneficial for your studies. If you are currently a CPP, you can take the class as a way to obtain re-certification hours to keep your designation (so you don't have to take the exam again). The chapter also has 2 copies of the “2015 Payroll Source” published by the American Payroll Association available for the discount price of \$270.00. This is an excellent resource to have at your fingertips when you have a question about how something should be processed. If you are interested in either attending the CPP class or purchasing the Payroll Source, contact Maggie Fowler. A big thanks to Maggie for coordinating the class and ordering the books!

Congratulations to Angela Bonyng! She was the winner of the TPC scholarship. There were several applicants and the selection committee was pleased

to see the excitement of the applicants to further their knowledge and branch out in the payroll world. The CenTex Chapter will have a booth at the TPC Exhibitor Fair and we encourage any members who are attending the conference to stop by and/or help out with the booth.

Thank you for your support of the chapter and the board. Please feel free to contact any of the board members with any questions or concerns. We want the chapter to benefit you!

Jaynette Odegaard
President, CenTex Chapter

Speaker

Guest Speaker - July 9th

Janet R. Downs,
Area Assistant Vice President, Compliance Counsel
South Central Region

Arthur J. Gallagher & Co.
1900 West Loop South, Suite 1600 | Houston, TX 77027

Topic:

Who's Who? The Employer, The Employee, and Why It Matters

Membership

Centex Chapter Membership

You can now pay your monthly luncheon dues and/or your annual membership using a credit card. At this time, this can only be done in person at the monthly luncheon meetings.

2015 Annual Membership Fees (Jan 1-Dec 31)

\$45.00 — National APA Member
\$55.00 — Non-APA Member

Forms available at the [Centex Chapter Website](#)

2015 Monthly Luncheon Dues

\$25.00 — Pre-Registered Centex Chapter Members
\$35.00 — Walk-Ins and Non-Chapter Members

Chapter members will receive an Evite to the monthly meetings. Please use this opportunity to pre-register; chapter members who pre-register and do not show will be billed \$25.00.

Important Dates

IMPORTANT DATES for 2015

MONTHLY MEETINGS 2015

JAN-OPEN
FEB 12TH
MAR 12TH
APR 9TH
MAY 14TH
JUN 11TH

JUL 9TH
AUG 13TH
SEP 10TH
OCT 8TH
NOV 12TH
DEC 10TH

American Payroll Association
33rd Annual Congress
May 5th-9th, 2015
MGM Grand, Las Vegas NV

www.americanpayroll.org

National Payroll Week (NPW)
September 7th -11th, 2015

www.nationalpayrollweek.com

26th Annual Texas Payroll Conference (TPC)
www.txpayrollconference.org
September 23rd -26th, 2015
Galveston, TX

Regulatory Alert

Secrets of the IRS Payroll Audit Program Revealed & New SSN Numbering System May Cause Unintended Ripples

Sheila Courtright

NACHA Approves Same Day ACH Settlement Proposal Supported by APA. NACHA – The Electronic Payments Association has announced that its voting membership has approved Same Day ACH, an amendment to the *NACHA Operating Rules* to move payments faster. Among the "significant use cases" for Same Day ACH, NACHA lists same day payrolls.

Capitol Hill Update. Read about some of the payroll-related developments on Capitol Hill from March-May 2015 – including a bill that would collect occupational data in employer filings for unemployment insurance (approved by the Senate), as well as bills that would establish a uniform standard for state taxation of nonresident employees' wages, raise the minimum wage to \$12 an hour and phase out the tipped minimum wage, repeal the dollar limitation on contributions to health flexible spending arrangements, create an optional standard home office deduction, and more (introduced).

IRPAC Proposal for De Minimis Dollar Threshold for Form 1099 Corrections Gains Support. The Securities Industry and Financial Markets Association has written a letter requesting "the creation of a de minimis dollar threshold for Form 1099 corrections" to "reduce reporting and cost burdens for both taxpayers filing corrections and the IRS" processing them. SIFMA's letter cites a similar recommendation by the IRS's Information Reporting Program Advisory Committee.

Penalties for Late Payment of Final Wages Under California Law Are Not Wages. The IRS Office of Chief Counsel has released a memorandum advising that late payment penalties an employer is required to make under California law to terminated or quitting employees are not wages for FICA, FUTA, and federal income tax withholding purposes. ILM 201522004.

OCSE Updates and Reminders. The Office of Child Support enforcement advises employers that:

- the Preventing Sex Trafficking and Strengthening Families Act, enacted in 2014, requires states to adopt UIFSA 2008 in their next legislative sessions (IM-15-01);
- the current version of the standard child support withholding order, *Income Withholding for Support* order/notice, permits use of the previous version of the form for new income withholdings only until July 31, 2015 (AT-14-05);
- financial and statistical information on state child support programs for fiscal year 2014 is now available (DCL-15-09).

USCIS Offers On-Demand I-9, E-Verify Training. U.S. Citizenship and Immigration Services now offers employers free on-demand webinars on Form I-9 (*Employment Eligibility Verification*) and E-Verify.

IRS Announces HSA Limits for 2016. The IRS has announced the 2016 maximum contribution levels for Health Savings Accounts and out-of-pocket spending limits for High Deductible Health Plans that must be used in conjunction with HSAs. Rev. Proc. 2015-30.

DOL-RI Agree to Reduce Misclassification of Employees. Officials of the U.S. Department of Labor's Wage and Hour Division and the Rhode Island Department of Labor and Training have signed a memorandum of understanding to prevent the misclassification of employees as independent contractors. Under the agreement, the agencies will share information and coordinate law enforcement.

IRS Posts More Q&As on ACA Information Reporting. Following publication of final regulations on information reporting under the Affordable Care Act, the IRS posted corresponding questions and answers on its website to expand on this guidance. Recently released new and updated Q&As address reporting by "applicable large employers" under IRC §6056.

IRS Updates List of Designated Private Delivery Services. The IRS has updated the list of designated PDSs that taxpayers may use to file returns and have the assurance that a timely mailing will be treated as a timely filing under IRC §7502, provided rules for determining the postmark date for these

services, and provided a new address for submitting documents to the IRS with respect to an application for designation as a designated PDS. Notice 2015-38.

State and Local News.

- Two States Pay Off Federal UI Loans
- California – paid sick leave web resources available
- Delaware – UI employer portal available
- Kansas – new hire reporting website launched
- Maryland – tax amnesty program announced
- Missouri – tax amnesty program announced
- North Dakota – payment for certain PTO may be withheld on termination
- Oklahoma – deductions from state employees' wages for union dues prohibited
- Tennessee – electronic UI quarterly wage reporting threshold lowered
- Utah – annual withholding return and Forms W-2: electronic filing mandate, due date, penalties updated
- West Virginia – EFT threshold increased; payment on termination rules revised

Source: APA News Update - PAYROLL CURRENTLY Issue No. 6

New CenTex Chapter Website

New Website:

Due to a change in webhost, our website

<http://www.centexchapterapa.org/> has been improved for less cost.

We are now able to use website for:

- filling out on-line membership form to join
- registering for meetings in advance (no more Evite invitations)
- see job postings
- printing badges for meeting
- receiving email receipts instead of paper ticket receipts for payments
- invoicing no-show attendees
- sending announcements
- creating and sending newsletters
- However, we won't be using the on-line credit card payment function of website – payments can be checks sent by mail or paid in person at meetings by cash, check or credit card)

If you are a current member or a former member in the past 2 years, you should have received a Welcome To New Website email asking you to log in and create your password. If you didn't get this email, first check your JUNK or SPAM folders, then send a message to

Maggie.fowler@capstonemanagement.com for the email to be resent to you.

For persons who aren't current members and didn't receive a Welcome Email with website username and password link, they can register for meetings as a guest (just need name, company and email address) which will add them to the non-member group.

2015 Centex APA Board Members

Meeting Time and Location

May meeting door prize winners

Contact Us

- By e-mail
centex_apa@yahoo.com
- On the web
www.centexchapterapa.org
- By mail
Centex Chapter
American Payroll Assn
P O Box 143433
Austin TX 78714-3433

CPP certifications – If your CPP designation is not showing up as a suffix on your name on your website profile/emails, please send a message to Maggie.fowler@capstonemanagement.com so that your profile can be edited. There are times when certain emails/announcements may be sent to only those with CPP certifications.

2015 CenTex APA Chapter Board Members

Jaynette Odegaard, President	jaynetteo@pflugervilletx.gov
Yolanda Davis, President-Elect	yolanda.davis@tceq.texas.gov
Veronica Alderete, Secretary	veronica_alderete@dell.com
Maggie Fowler, Treasurer	maggie.fowler@capstonemanagement.com
Alaina Scaglione, Membership Coordinator	ascaglione@newgistics.com
Sheila Courtright, Government Liaison	sheila_courtright@dell.com

July Meeting

Thursday, July 9th, 2015
11:30 a.m. – 1:30 p.m.
Farm Credit Bank of Texas
4801 Plaza on the Lake Drive
Austin, TX 78746

Chapter Meeting Time & Location

Centex Chapter luncheons are held on the second Thursday of each month except January. We typically meet at the Norris Conference Center at 2525 West Anderson Lane, Austin, TX from 11:30 p.m. to 1:30 p.m.

May meeting door prize winners

Ann Preiss - \$10 gift card to Chick-Fil-A

Sheila Courtright - \$10 gift card to Starbuck's

Amber Buck – Free June meeting

Centex is an independent and autonomous chapter of the American Payroll Association.