

Payrollnews

July 2018

DOL Releases Spring Agenda – Proposed Rules that Affect Payroll!

At Data Management Payroll Services, we make sure our clients have the most up-to-date information on new laws and regulations that affect payroll processing.

Recently released, the Department of Labor's *Spring 2018 Unified Agenda of Regulatory and Deregulatory Actions* has payroll pros talking about the four proposed laws in particular.

The agenda, published by the Department of Labor (DOL) in the spring and fall each year, represents ongoing progress toward the goals of more effective and less burdensome regulation.

Click www.reginfo.gov for the *Agency Rule List – Spring 2018*, the listing, by department, of Proposed, Pre-Rule, and Final Stage “regulations the DOL expects to have under active consideration for promulgation, proposal, or review during the coming 6- to 12-month period.”

DMPS has the facts about the four important laws currently on the agenda in the Proposed Rule

stage. Click the Source links for more information about each proposed rule, with print and download capability.

Rate of Pay

1235-AA24 Regular Rate of Pay under the Fair Labor Standards Act (FLSA). The Department will propose to amend, clarify, update, and define **regular rate** requirements, to assist employers in defining **regular rate of pay** when determining overtime pay.



Look for the Notice of Proposed Rulemaking (NPRM) on regular rate of pay in September 2018.

The OT Exemption

1235-AA20 Defining and Delimiting the Exemptions for

Executive, Administrative, Professional, Outside Sales and Computer Employees.

Overtime pay exemptions are in the news again.

Still dragging on, the DOL intends to issue the NPRM by January 2019, to determine what the salary level should be for exemption of overtime pay.

Tips!

1235AA-21 Tip Regulations under the FLSA. Also in the Proposed Rule stage, rulemaking to align the regulations with the recent statutory amendment is underway, with a NPRM in August 2018.

The proposed rule will reiterate employers being prohibited from taking tip credit against its minimum wage payment obligation from a tipped employee based on tips received and retained by the employee.

Youth Employment

1235-AA22 Expanding Apprenticeship & Employment Opportunities for 16- and 17-Year Olds. The DOL expects to issue a NPRM to update youth employment by October 2018.

The Secretary of Labor uses Hazardous Occupations Orders (HOs) to declare certain

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Your Way...

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occupations to be particularly hazardous to youths 16- to 17-years of age in non-agricultural employment.

In order to provide safe apprenticeships and student-learner programs to America's youth, the DOL will update the rules to reflect current economic and work environments.

At **Data Management Payroll Services**, we know navigating the proposed laws can be overwhelming – but we're here to help. We'll process your payroll and keep you updated on laws that affect your bottom line.

Check out our full menu of payroll processing and human resource services, and call us today. 


Sources: <https://www.dol.gov/regulations>, www.reginfo.gov, www.reginfo.gov/public, and <https://www.reginfo.gov/public/do/eAgendaMain>.

SAVING FOR RETIREMENT

A recent online U.S. survey conducted by The Harris Poll for CareerBuilder, asked 809 full-time workers when they'll retire and just how much money they'll need for retirement.

Over half, 53%, of workers 60 years and up, are postponing retirement and "don't think they'll be able to retire until they're 70 or older. A staggering 1 in 4 workers do not contribute to 401k, IRA, or any other retirement plan.

How much money will they need to retire? A whopping 24% said they don't even know, 20% think \$500,000 will be enough, where 26% need a cool million or more, and 7% need 3 million or more.

Employees can start now by contributing more than the standard percentage, or employer/ employee match amounts. Increasing your savings amount has big payoffs later. 

Source: <http://press.careerbuilder.com/2018-04-26-More-than-Half-of-Workers-60-are-Postponing-Retirement-According-to-New-CareerBuilder-Study>.

Interested in voicing your opinion on how proposed rules affect your business?
 "Your Voice in Final Decision- Making"
<https://www.regulations.gov>

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