FEB GNC Chapter Luncheon

Thursday, February 20, 2020

12:00 PM

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**Meeting Details**

* Date and Time: Jan. 20th, 2020 11:45AM-1:30PM
* Location: Millennium Maxwell House Hotel 2025 Rosa L Parks Blvd, Nashville, TN 37228

**11:45AM Registration and Buffet Line**

**12:00 PM Opening Remarks and Announcements-Patsy Campbell, CPP (President-Elect)**

* Job Opportunities - Check out the website for more details - None announced
* Darlene Greer, CPP has updated government information on the tables

[**State Law Round Up: Philadelphia’s Salary History Ban Upheld and More! (US)**](https://nam10.safelinks.protection.outlook.com/?url=https%3A%2F%2Femploymentlawworldview.us6.list-manage.com%2Ftrack%2Fclick%3Fu%3D1684e2d964bfa9b5d101ab1dc%26id%3D58188e7ebd%26e%3D168ba09b7c&data=01%7C01%7Cdgreer%40vaco.com%7C33ee95c1d5934a8778ac08d7b0529742%7C120aeae9286f438abbf3de3ab96fcf5d%7C0&sdata=CSPwZxHnsf1Ak1T1Wjbfb23WTqryW0AxOiLxoQaMNLs%3D&reserved=0)

Philadelphia’s Salary History Ban Upheld On February 6, 2020, the U.S. Court of Appeals for the Third Circuit ruled in favor of the City of Philadelphia, upholding the constitutionality of the City’s Wage Equity Ordinance under the First Amendment. The City may now enforce the Ordinance and prohibit employers from asking applicants about their salary...… [Continue Reading](https://nam10.safelinks.protection.outlook.com/?url=https%3A%2F%2Femploymentlawworldview.us6.list-manage.com%2Ftrack%2Fclick%3Fu%3D1684e2d964bfa9b5d101ab1dc%26id%3D8b1a8c58b3%26e%3D168ba09b7c&data=01%7C01%7Cdgreer%40vaco.com%7C33ee95c1d5934a8778ac08d7b0529742%7C120aeae9286f438abbf3de3ab96fcf5d%7C0&sdata=JRNcE5bWOcCCdxufsiWPeuqmG0UPmmK0zmsTUv%2Fs8WQ%3D&reserved=0)

**Qualify for Free Tax Filing?**

For taxpayers on a fixed income, every penny saved matters. Many of these are seniors and retirees who can file their taxes for free. IRS Free File provides free online tax preparation for taxpayers with income less than $69,000 a year.

Free File is one of several ways that older taxpayers can save money and file their taxes. Here are some facts about these programs to help these taxpayers determine which one fits their needs.

* IRS Free File is [available on IRS.gov](https://nam10.safelinks.protection.outlook.com/?url=https%3A%2F%2Flnks.gd%2Fl%2FeyJhbGciOiJIUzI1NiJ9.eyJidWxsZXRpbl9saW5rX2lkIjoxMjgsInVyaSI6ImJwMjpjbGljayIsImJ1bGxldGluX2lkIjoiMjAyMDAyMTAuMTY5MTMxMjEiLCJ1cmwiOiJodHRwczovL3d3dy5pcnMuZ292L2ZpbGluZy9mcmVlLWZpbGUtZG8teW91ci1mZWRlcmFsLXRheGVzLWZvci1mcmVlIn0.7ar4zcGXie2_Lh8ctKUfADxR9F3oOmqPY3hri9xiv5Y%2Fbr%2F74859739977-l&data=01%7C01%7Cdgreer%40vaco.com%7Ca2e0315b3fa64c1aad7b08d7ae4023d0%7C120aeae9286f438abbf3de3ab96fcf5d%7C0&sdata=J4E4bcR%2Bey70r%2FeTcd1RhszwuvwjBcU6hHXnvhly9to%3D&reserved=0), and features 10 brand-name tax software providers.
* Taxpayers can browse each of the 10 offers or use the [Lookup Tool](https://nam10.safelinks.protection.outlook.com/?url=https%3A%2F%2Flnks.gd%2Fl%2FeyJhbGciOiJIUzI1NiJ9.eyJidWxsZXRpbl9saW5rX2lkIjoxMjksInVyaSI6ImJwMjpjbGljayIsImJ1bGxldGluX2lkIjoiMjAyMDAyMTAuMTY5MTMxMjEiLCJ1cmwiOiJodHRwczovL2FwcHMuaXJzLmdvdi9hcHAvZnJlZUZpbGUvIn0.GFFvvsXI4C9w1LapnGs3uEnZzUWgq6boJU-gNNpheoc%2Fbr%2F74859739977-l&data=01%7C01%7Cdgreer%40vaco.com%7Ca2e0315b3fa64c1aad7b08d7ae4023d0%7C120aeae9286f438abbf3de3ab96fcf5d%7C0&sdata=RxDDcj7JhLYbHS00nhB7uC%2BY305hUOpzz7xXC63b0Hs%3D&reserved=0) to help them find the right product.
* Each Free File partner sets its own eligibility standards. These are generally based on income, age and state residency. All taxpayers whose adjusted gross income was $69,000 or less will find at least one free product to use.
* Two Free File products are available in Spanish.
* Free File supports all the major forms that can be filed electronically. This means that even if someone’s tax return is a bit more complex, they can still use a free service.
* Free File offers the new [Form 1040-SR](https://nam10.safelinks.protection.outlook.com/?url=https%3A%2F%2Flnks.gd%2Fl%2FeyJhbGciOiJIUzI1NiJ9.eyJidWxsZXRpbl9saW5rX2lkIjoxMzAsInVyaSI6ImJwMjpjbGljayIsImJ1bGxldGluX2lkIjoiMjAyMDAyMTAuMTY5MTMxMjEiLCJ1cmwiOiJodHRwczovL3d3dy5pcnMuZ292L2Zvcm1zLXB1YnMvYWJvdXQtZm9ybS0xMDQwLXNyIn0.vnDb5wcXnIfJ_tSgzkwz41BPN6guUxMUsjH3yHhmlVU%2Fbr%2F74859739977-l&data=01%7C01%7Cdgreer%40vaco.com%7Ca2e0315b3fa64c1aad7b08d7ae4023d0%7C120aeae9286f438abbf3de3ab96fcf5d%7C0&sdata=8bMak3NeMuwul2XJM1ig5qsN6FqeL5%2BD%2BHUhWOj9yyY%3D&reserved=0) option for seniors over the age of 65.
* Free File providers also offer state tax return preparation, some for free and some for a fee. Taxpayers can also use the [Look Up tool](https://nam10.safelinks.protection.outlook.com/?url=https%3A%2F%2Flnks.gd%2Fl%2FeyJhbGciOiJIUzI1NiJ9.eyJidWxsZXRpbl9saW5rX2lkIjoxMzEsInVyaSI6ImJwMjpjbGljayIsImJ1bGxldGluX2lkIjoiMjAyMDAyMTAuMTY5MTMxMjEiLCJ1cmwiOiJodHRwczovL2FwcHMuaXJzLmdvdi9hcHAvZnJlZUZpbGUvIn0.TWVCeymLW1sXlDRRDI9wr44ZWuhF-eRAGTi48fcgtMg%2Fbr%2F74859739977-l&data=01%7C01%7Cdgreer%40vaco.com%7Ca2e0315b3fa64c1aad7b08d7ae4023d0%7C120aeae9286f438abbf3de3ab96fcf5d%7C0&sdata=Mxh078d5SFGroQBLE7cvYKi7CYYpyMrhfSQZYVPVU5I%3D&reserved=0) to find the right state product.
* Taxpayers can use their smart phone or tablet to do their taxes. They just need to go to [IRS.gov/FreeFile](https://nam10.safelinks.protection.outlook.com/?url=https%3A%2F%2Flnks.gd%2Fl%2FeyJhbGciOiJIUzI1NiJ9.eyJidWxsZXRpbl9saW5rX2lkIjoxMzIsInVyaSI6ImJwMjpjbGljayIsImJ1bGxldGluX2lkIjoiMjAyMDAyMTAuMTY5MTMxMjEiLCJ1cmwiOiJodHRwczovL3d3dy5pcnMuZ292L2ZpbGluZy9mcmVlLWZpbGUtZG8teW91ci1mZWRlcmFsLXRheGVzLWZvci1mcmVlIn0.1RlZ1YdiiDIlstuCKIozbiLRJzKgUJpa_Rh34EnpzxY%2Fbr%2F74859739977-l&data=01%7C01%7Cdgreer%40vaco.com%7Ca2e0315b3fa64c1aad7b08d7ae4023d0%7C120aeae9286f438abbf3de3ab96fcf5d%7C0&sdata=2LG66Mms3vYFm5d3DTtg80nflopWvZBYaCDb3GOZjw4%3D&reserved=0) on their device. All Free File products are enabled for mobile devices.
* There are also programs where people can go to have their taxes prepared for free. VITA and TCE sites are generally located at community and neighborhood centers, libraries, schools, shopping malls and other convenient locations across the country. Taxpayers can use the [VITA locator tool](https://nam10.safelinks.protection.outlook.com/?url=https%3A%2F%2Flnks.gd%2Fl%2FeyJhbGciOiJIUzI1NiJ9.eyJidWxsZXRpbl9saW5rX2lkIjoxMzMsInVyaSI6ImJwMjpjbGljayIsImJ1bGxldGluX2lkIjoiMjAyMDAyMTAuMTY5MTMxMjEiLCJ1cmwiOiJodHRwczovL3d3dy5pcnMuZ292L2luZGl2aWR1YWxzL2ZpbmQtYS1sb2NhdGlvbi1mb3ItZnJlZS10YXgtcHJlcCJ9.eIrUEFHDz2E5aHCkTXCEZzoWMHXn9EII_2Xhi53_VB8%2Fbr%2F74859739977-l&data=01%7C01%7Cdgreer%40vaco.com%7Ca2e0315b3fa64c1aad7b08d7ae4023d0%7C120aeae9286f438abbf3de3ab96fcf5d%7C0&sdata=sxIBIlRrOGs8ELaeVGacwwp%2BXvEHPMY9px5EjS%2B8vfU%3D&reserved=0) to find a location near them.

**Helpful Links**

 2020 I9 Form link <https://www.uscis.gov/i-9>

2020 W4 form link <https://www.irs.gov/pub/irs-pdf/fw4.pdf>

APA Sample letter to help employers explain the 2020 For W4

PDF version <https://www.americanpayroll.org/docs/default-source/2020-forms-and-pubs/20a27x-2020_form_w-4_letter.pdf>

Word version <https://www.americanpayroll.org/compliance/compliance-overview/hot-topics/2020-form-w-4>

**Free eBook**

Understanding your Pay – this is great to send out to your employees or post on internal sites.

<https://pages.americanpayroll.org/2019-understanding-your-pay-ebook>

* **CHAPTER MEMBERS & CHAPTER FRIENDS PRESENTATIONS -** Ann Marie Fleck, CPP for heading up the nominating committee for the last 10 years and Kathy Pack, CPP and Barbara Hinshaw, CPP who helped her
* Vicki Hill, CPP from Mosaic for allowing the chapter to use the facility for CPP study groups.
* **CONGRESS: Orlando, FL at the Gaylord Hotel on May 5 – 8, 2020**

**12:04 p.m. Robert Buck, CPP** (Director of Membership): **Membership Update**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Membership Period** | **Total Members** | **APA Members** | **B/A** | **CPP** | **FPC** | **CPA** | **JD** | **MBA** | **PHR/SPHR** | **SPHR-CP** | **SHRM-SCP** | **ADP-CPS** | **Companies Represented** |
| **2018/2019** | **115** | **80** | **70%** | **62** | **3** | **1** |  |  | **3** | **1** | **2** | **0** | **77** |

**12:05 p.m. Valerie Phillips, CPP** (Secretary): **December Minutes Approval**

* 1st – Lisa Wachter; CPP 2nd – Melinda Stewart, CPP

**12:06 p.m. Melinda Stewart, CPP** (Treasurer): **Financial Report**

* Bank balance $11,651.97 of which $1,471.72 is charity YTD

**12:08 p.m. Debbie Rule, CPP** (APA Liaison) **APA Updates**

* Congress in May
* IRS released 2020 publication of Form W4
* Business standard mileage rate changed for 2020-decreased to 57.5 cents
* Congress repealed the transportation fringe benefit
* APA has 3 members appointed to IRS advisory council
* Upcoming APA webinar - Trends Effecting Payroll, February 25th
* February 11th deadline has passed to apply for APA Education Grant
* Video on the APA website about, "Why Some Employees Remain Unbanked"

**12:10 p. m. John Kenney, CPP** (Dir. Of Community Services) **2020 Charity**

* Bonetta Bond, CPP mentioned what a success the St. Jude Charity for 2019 had been-the remainder of funds/donations has been sent.
* John sent out communication about two charities for 2020 to choose from:
  + Flashes of Hope-funds go toward accelerating a cure for children's cancer while honoring the unique life and memories of every child fighting cancer through photography
  + Safe Haven Family Shelter - help house, support, empower and advocate for families experiencing homelessness
  + John would like you to respond with your choice to him so he can announce the 2020 charity at the March luncheon.

**12:12 p.m. Introduction of Speaker: Ekaterina Manning, CPP**

**Topic: “Retirement Plan Engineering”**

**Michael Weed, AAMS, CRPS**

**Financial Advisor for Edward Jones**

**1:20 p.m. Bonetta Bond, FPC (President) Drawing and Adjournment**

* **Door prize winner - Teresa Summers**

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