Thursday, May 09, 2019

3:35 PM

May GNC CHAPTER LUNCHEON AND MEETING

**Greater Nashville Chapter May 2019 Chapter Meeting**

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**Meeting Details**

* Date and Time: May 9, 2019 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-Lisa Wachter, CPP (Immediate Past President)**

* **Job Opportunities -** Check out the website for more details

* **Upcoming Events:**
  + **Fall Study group -** please email Bonetta Bond at [Bonetta.Bond@HCAHealthcare.com](mailto:Bonetta.Bond@HCAHealthcare.com) if interested
  + Congress May 14-18 Long Beach, CA
  + Payroll Tax Forum June 19th
  + TN Statewide Payroll Conference August 7-9, 2019 hosted by TSWB and the Greater Nashville Chapter of the APA - 2019 Theme: ***"CSI" Is Your Payroll A Crime Scene***

* **Government Updates - Darlene Greer, CPP** (Government Liaison) - updates on table

**Social Security Trustees Project $136,800 Wage Base for 2020**

On April 22, the Board of Trustees of the Social Security Trust Fund issued its annual report on the financial condition of the social security program. The report estimates that the social security wage base will increase in 2020 (from $132,900 this year).

**New requirement applies to any business seeking a tax ID number**

Beginning May 13, only individuals with tax identification numbers – either a Social Security number (SSN) or an individual taxpayer identification number (ITIN) – may request an employer identification number. This new requirement, which was first announced by the IRS in March, will provide greater security to the EIN process by requiring an individual to be the responsible party and will also improve transparency.

The change prohibits entities from using their own EINs to obtain additional EINs. The new requirement applies to both the paper [Form SS-4](http://links.govdelivery.com:80/track?type=click&enid=ZWFzPTEmbWFpbGluZ2lkPTIwMTkwNTA3LjU1OTYxNzEmbWVzc2FnZWlkPU1EQi1QUkQtQlVMLTIwMTkwNTA3LjU1OTYxNzEmZGF0YWJhc2VpZD0xMDAxJnNlcmlhbD0xNzIzNjg5NSZlbWFpbGlkPWRncmVlckB2YWNvLmNvbSZ1c2VyaWQ9ZGdyZWVyQHZhY28uY29tJmZsPSZleHRyYT1NdWx0aXZhcmlhdGVJZD0mJiY=&&&127&&&https://www.irs.gov/pub/irs-pdf/fss4.pdf), Application for Employer Identification Number, and [online EIN](http://links.govdelivery.com:80/track?type=click&enid=ZWFzPTEmbWFpbGluZ2lkPTIwMTkwNTA3LjU1OTYxNzEmbWVzc2FnZWlkPU1EQi1QUkQtQlVMLTIwMTkwNTA3LjU1OTYxNzEmZGF0YWJhc2VpZD0xMDAxJnNlcmlhbD0xNzIzNjg5NSZlbWFpbGlkPWRncmVlckB2YWNvLmNvbSZ1c2VyaWQ9ZGdyZWVyQHZhY28uY29tJmZsPSZleHRyYT1NdWx0aXZhcmlhdGVJZD0mJiY=&&&128&&&https://www.irs.gov/businesses/small-businesses-self-employed/employer-id-numbers) applications.

[IRS Releases 2019 Standard Mileage Rates](file:///C:/Users/vphillips/AppData/Local/Microsoft/Windows/Temporary%20Internet%20Files/Content.Outlook/U9EO1CCB/%0dIRS%20Releases%202019%20Standard%20Mileage%20Rates%20%0d%0b%0dhttps:/www.ifebp.org/news/regulatoryupdates/Pages/2019-irs-mileage-rates.aspx%0d)

[https://www.ifebp.org/news/regulatoryupdates/Pages/2019-irs-mileage-rates.aspx](file:///C:/Users/vphillips/AppData/Local/Microsoft/Windows/Temporary%20Internet%20Files/Content.Outlook/U9EO1CCB/%0dIRS%20Releases%202019%20Standard%20Mileage%20Rates%20%0d%0b%0dhttps:/www.ifebp.org/news/regulatoryupdates/Pages/2019-irs-mileage-rates.aspx%0d)

Beginning January 1, 2019, the standard mileage rates for the use of a car (vans, pickups or panel trucks) will be: **58 cents** per mile for business miles driven, up from**54.5 cents** for 2018. 20 cents per mile driven for medical or moving purposes, up from 18 cents for 2018.

State Mandatory Sick Time Laws Chart & Free Sick Time Policy

<https://www.shrm.org/resourcesandtools/legal-and-compliance/state-and-local-updates/pages/paid-sick-leave-laws-continue-to-give-employers-headaches.aspx>

At the end of March, [Michigan](https://www.shrm.org/ResourcesAndTools/legal-and-compliance/state-and-local-updates/pages/michigan-legislature-adopt-changes-to-paid-sick-leave-act.aspx) became the 11th state to require private employers to offer paid sick leave for workers to recover from an illness, seek medical care or care for a sick relative. The Great Lakes State joined [Arizona](https://www.azica.gov/frequently-asked-questions-about-wage-and-earned-paid-sick-time-laws), [California](http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201320140AB1522), [Connecticut](http://www.ctdol.state.ct.us/wgwkstnd/SickLeaveLaw.htm), [Maryland](https://www.dllr.state.md.us/paidleave/paidleavefaqs.shtml), [Massachusetts](https://www.mass.gov/files/documents/2016/08/tx/earned-sick-time-law.pdf), [New Jersey](https://nj.gov/labor/earnedsick/index.html), [Oregon](https://www.oregon.gov/boli/TA/Pages/T_FAQ_OregonSickTime.aspx), [Rhode Island](http://www.dlt.ri.gov/ls/pdfs/HSFWfactsheet.pdf), [Vermont](http://labor.vermont.gov/learn-more-about-vermonts-new-earned-sick-time-law/), [Washington](https://www.lni.wa.gov/WorkplaceRights/LeaveBenefits/VacaySick/EmployerInfo.asp) and [Washington, D.C.](https://code.dccouncil.us/dc/council/code/titles/32/chapters/1A/), in requiring businesses to offer such benefits. Many of these laws also allow workers to use paid-sick-leave accruals for "safe" time if they are targets of domestic violence, sexual assault or stalking. Additionally, Oregon law provides safe time for harassment targets.

**Jan Taylor** (Community Service Director): - green cups on table for donations - green information sheets

on table to make top 3 selections or take home and research

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

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Membership Period** | **Total Members** | **APA Members** | **CPP** | **FPC** | **CPA** | **JD** | **MBA** | **PHR/SPHR** | **SPHR-CP** | **SHRM-SCP** | **ADP-CPS** | **Companies Represented** |
| **2018/2019** | **141** | **91** | **70** | **6** | **1** |  |  | **3** | **2** | **4** | **2** | **95** |

**12:05 p.m. Valerie Phillips, CPP** (Secretary) April minutes approval: 1st - Deborah Rule, CPP; 2nd - Janet

McReynolds, CPP

**12:06 p.m. Melinda Stewart, CPP** (Treasurer) - Financial Report - Bank balance of $10,492.66

**12:08 pm Tina Pursley** (Director NPW) - looking for volunteers to help with NPW activities such as:

* Obtaining proclamations, organizing gift bags, reaching to vendors for prizes
* She will lead the process but needs a team of supporters to help beginning in the June, July timeframe. If you are willing to join the NPW team please contact her at tpursley@nextsource.com.
* Also wants to reach out to companies for give aways and prizes. Examples of prizes; hockey tickets, Titans tickets, books, gift cards, pens, any type of swag item.
* Any company donating anything toward NPW will feature their logo or name on all communications related to NPW. So this can also be a free marketing tool for companies.

**12:12 p.m. Introduction of Speaker: Topic: “The Demand for Skilled Talent”**

Jennifer Dolan, Robert Half unable to speak so Bonetta Bond, FPC will present material instead

**1:19 p.m. Door Prize Winner - Toni Atib**

**1:20 p.m. Lisa Wachter, CPP** (Immediate Past President) **Adjournment**

**Next Meeting: June 20, 2019**

Millennium Maxwell House Hotel

2025 Rosa L. Parks Blvd. - Nashville, TN 37228 - (615) 259-4343