Employee Deferral of SS Tax

The IRS issued guidance that allows employers to defer the withholding and depositing of the employee share of the social security tax on applicable wages paid between September 1, 2020, and December 31, 2020.

There is lots to consider before implementing this process. Read more….

[IRS Guidance on the Payroll Tax Executive Order (US)](https://nam10.safelinks.protection.outlook.com/?url=https%3A%2F%2Femploymentlawworldview.us6.list-manage.com%2Ftrack%2Fclick%3Fu%3D1684e2d964bfa9b5d101ab1dc%26id%3Df27b36906a%26e%3D168ba09b7c&data=01%7C01%7Cdgreer%40vaco.com%7C2baf06cb65e344ee78f908d85097e273%7C120aeae9286f438abbf3de3ab96fcf5d%7C1&sdata=rmJ84IZgAzsfVnREIn0bVBaG3u9LlXlMs%2BVTU8dXKXM%3D&reserved=0)

Remote Workers: FLSA Compliance Update

Employers should establish a timekeeping procedure that requires all non-exempt workers to maintain and submit an accurate record of all hours worked, regardless of where or when the work was performed. Employers should also consider drafting the policy to prohibit any “off-the-clock” work and require written authorization from the employer before incurring any overtime. The policy should provide that by submitting time records to the employer, the employee is affirming that such records are accurate and reflect all hours worked. It is particularly difficult for employers to monitor remote workers; employers should also consider implementing a written policy prohibiting employees from doing personal and/or non-company work during the employee’s regularly scheduled hours. Read more….

FLSA Compliance Update: Employers Must Exercise Reasonable Diligence In Tracking Hours Worked By Remote Workers (US)

 Electronic Version with hyperlinks available on the monthly Chapter Meeting Minutes