Oct GNC Chapter Luncheon

Thursday, October 17, 2019

12:00 PM



**Meeting Details**

* Date and Time: Oct. 17, 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-Bonetta Bond, FPC (President)**

* Job Opportunities - Check out the website for more details

* **CHAPTER MEMBER Presentation Bonetta Bond, FPC**

* **CPP CONGRATULATIONS!!!**
	+ Patsy Campbell, CPP
	+ Dimple Gandhi, CPP

* **ONLINE OFFICER NOMINATIONS BEGIN TODAY**

**Nomination Committee:**

* **Annmarie Fleck, CPP – Chairperson**
* **Barbara Hinshaw, CPP**
* **Kathy Pack, CPP**

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

**IT’S RENEWAL TIME!!! $45 Membership if renewed by 10/14/19 -** has begun sending out renewal email reminder including getting $25 gift card if you refer a new member.

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| **Membership Period** | **Total Members** | **APA Members** | **CPP** | **FPC** | **CPA** | **JD** | **MBA** | **PHR/SPHR** | **SPHR-CP** | **SHRM-SCP** | **ADP-CPS** | **Companies Represented** |
| **2018/2019** | **151** | **94** | **72** | **6** | **1** |  |  | **3** | **2** | **2** | **1** | **102** |

Notice memos on table including government updates:

**The earned income tax credit can put money in taxpayers’ pockets**

The [earned income tax credit](http://links.govdelivery.com:80/track?type=click&enid=ZWFzPTEmbXNpZD0mYXVpZD0mbWFpbGluZ2lkPTIwMTkxMDA3LjExMTY4MzUxJm1lc3NhZ2VpZD1NREItUFJELUJVTC0yMDE5MTAwNy4xMTE2ODM1MSZkYXRhYmFzZWlkPTEwMDEmc2VyaWFsPTE2Nzg4NDc4JmVtYWlsaWQ9ZGdyZWVyQHZhY28uY29tJnVzZXJpZD1kZ3JlZXJAdmFjby5jb20mdGFyZ2V0aWQ9JmZsPSZtdmlkPSZleHRyYT0mJiY=&&&128&&&https://www.irs.gov/credits-deductions/individuals/earned-income-tax-credit) benefits working people with low-to-moderate income. Last year, the average credit was $2,445. EITC not only reduces the amount of tax someone owes, but may also give them a refund, even if they don’t owe any tax at all.

Here are a few things people should know about this credit:

* Taxpayers may move in and out of eligibility for the credit throughout the year. This may happen after major life events. Because of this, it’s a good idea for people to find out [if they qualify](http://links.govdelivery.com:80/track?type=click&enid=ZWFzPTEmbXNpZD0mYXVpZD0mbWFpbGluZ2lkPTIwMTkxMDA3LjExMTY4MzUxJm1lc3NhZ2VpZD1NREItUFJELUJVTC0yMDE5MTAwNy4xMTE2ODM1MSZkYXRhYmFzZWlkPTEwMDEmc2VyaWFsPTE2Nzg4NDc4JmVtYWlsaWQ9ZGdyZWVyQHZhY28uY29tJnVzZXJpZD1kZ3JlZXJAdmFjby5jb20mdGFyZ2V0aWQ9JmZsPSZtdmlkPSZleHRyYT0mJiY=&&&129&&&https://www.irs.gov/credits-deductions/individuals/earned-income-tax-credit/do-i-qualify-for-earned-income-tax-credit-eitc).
* To qualify, people must meet certain requirements and file a federal tax return. They must file even if they don’t owe any tax or aren’t otherwise required to file.
* Taxpayers qualify based on their income, the number of children they have, and the filing status they use on their tax return. For a child to qualify, they must live with the taxpayer for more than six months of the year.

Here’s a quick look at the income limits for the different filing statuses. Those who work and earn less than these amounts may qualify.

Married filing jointly:

* Zero children: $21,370
* One child: $46,884
* Two children: $52,493
* Three or more children: $55,952

Head of household and single:

* Zero children: $15,570
* One child: $41,094
* Two children: $46,703
* Three or more children: $50,162

The maximum credit amounts are based on the number of children a taxpayer has. They are the same for all filing statuses:

* Zero children: $529
* One child: $3,526
* Two children: $5,828
* Three or more children: $6,557

Taxpayers who file using the status married filing separately cannot claim EITC.

**More information:**

[Publication 5334](http://links.govdelivery.com:80/track?type=click&enid=ZWFzPTEmbXNpZD0mYXVpZD0mbWFpbGluZ2lkPTIwMTkxMDA3LjExMTY4MzUxJm1lc3NhZ2VpZD1NREItUFJELUJVTC0yMDE5MTAwNy4xMTE2ODM1MSZkYXRhYmFzZWlkPTEwMDEmc2VyaWFsPTE2Nzg4NDc4JmVtYWlsaWQ9ZGdyZWVyQHZhY28uY29tJnVzZXJpZD1kZ3JlZXJAdmFjby5jb20mdGFyZ2V0aWQ9JmZsPSZtdmlkPSZleHRyYT0mJiY=&&&130&&&https://www.irs.gov/pub/irs-pdf/p5334.pdf), Do I Qualify for EITC?

On September 24, 2019, the U.S. Department of Labor (“DOL”) announced its long-awaited final overtime rule. Under the current DOL rules implementing the Fair Labor Standards Act (“FLSA”), to be exempt from overtime pay under the “white collar” exemptions (e.g., executive, administrative, professional), an employee generally must be paid a predetermined, fixed, non-fluctuating salary of...… [Continue Reading](https://employmentlawworldview.us6.list-manage.com/track/click?u=1684e2d964bfa9b5d101ab1dc&id=1c04c4400a&e=168ba09b7c)

  **DOL Raises Weekly 'White Collar' Salary Threshold to $684 in 2020.**

On September 24, the U.S. Department of Labor (DOL) released the final rules increasing the minimum salary level for the Fair Labor Standards Act "white collar" exemptions to $684 per week or $35,568 a year (up from $455 a week or $23,660 a year) beginning on January 1, 2020.

 **Employers Should Prepare Now for Updated 'White Collar' Thresholds.**

Employers can take many approaches to prepare for the increase in the minimum salary level for the Fair Labor Standards Act "white collar" exemptions. APA offers some general guidelines to help employers prepare.

 **IRS Issues Federal 'High-Low' Per Diem Rates Effective October 1.**

The IRS has released the optional "high-low" per diem rates for lodging expenses and meals and incidental expenses (M&IE) that may be used instead of the General Services Administration's "actual" per diem rates for travel to locations within the continental U.S.

 **DOL Issues Three Opinion Letters on FLSA, FMLA, CCPA Topics.**

The U.S. Department of Labor's (DOL) Wage and Hour Division issued three opinion letters that address compliance issues under the FairStandards Act (FLSA), the Family and Medical Leave Act (FMLA), and the Consumer Credit Protection Act (CCPA).

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

* Unable to attend - will get approval at November luncheon

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

* The bank balance was $10,542.33 which included $1,079.78 for St Jude. We also did the $50 PF Chang gift card raffle but I can’t remember who won?

 **12:12 p.m. Introduction of Speaker: Bonetta Bond, FPC**

**Topic: “Hot Topics in Employment Law: Current Trends”**

P. Maxwell Smith, Esq.

Ford Harrison, LLP

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

 **Next meeting: November 21, 2019**

 Millennium Maxwell House Hotel

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