



COURSE OUTLINE

LEGISLATIVE ACTIONS

- Consolidated Appropriations Act, 2021
 - Extended FFCRA and CARES Act tax credits
 - Extended repayment period for deferred employees' social security tax
 - Temporary changes for flexible spending arrangements (FSAs)
 - Extension of income exclusion for employer payments of student loans
- American Rescue Plan Act of 2021
 - Extended FFCRA and CARES Act tax credits
 - COBRA tax credit
 - Increased dependent care assistance income exclusion

2021 LEGISLATIVE AGENDA

- Early Biden administration actions signal big potential payroll impacts
- Biden administration releases discretionary funding request for 2022
- Mobile workforce bill
- Proposed legislation

FEDERAL AND STATE UNEMPLOYMENT INSURANCE TAXES

- 2020 FUTA credit reduction jurisdiction
- Possible 2021 FUTA credit reduction jurisdiction
- Status of state unemployment insurance trust fund balances

REGULATORY ACTIONS AND AGENCY GUIDANCE

- COVID-19-related guidance
 - IRS updates COVID-19 FAQs
 - IRS issues guidance on employee retention credit
 - Department of Education extends federal student loan relief
 - IRS provides guidance on paying deferred social security tax
- IRS proposes regulation on deadlines for federally declared disasters
- DOL proposes changes and delays to FLSA tip regulations
- DOL proposes rescinding independent contractor and joint employer rules
- DOL ends PAID program
- CFPB issues advisory opinion on earned wage access programs

COURT DECISIONS

- Supreme Court hears arguments on constitutionality of ACA
- Supreme Court declines to hear FLSA overtime case
- Appeals Court confirms that PEO could claim tax credits
- Appeals Court defines workweek under FMLA for rotational employees
- Court of Federal Claims rules employer failed to show reasonable cause for penalty abatement after owner has serious accident

ANNUAL ADJUSTMENTS

- Social security and state wage bases
- DOL announces annual adjustments for FLSA and FMLA violations
- Per diem rates and mileage
- Elective deferral and catch-up limits
- Flexible spending account limits
- Penalty amounts for information returns

REVISIONS TO FORMS, PUBLICATIONS, AND REPORTING

- Circular E (Publication 15), Pubs. 15-A, 15-B, and 15-T
- Form 940
 - Schedule A and Schedule R
- Form 941
 - Schedules B, D, and R
- Form 941-X
- Form 8944
- Forms 945 and 945-A
- Form W-2
- SSA online W-2/W-2c filing programs and AccuWage
- Form W-3
- Forms W-2c and W-3c
- Use of online Forms W-2c
- Form 8922
- Substitute forms requirements
- Electronic filing (W-2, Employment Tax e-file)
- Form W-4
- Notice 1392
- Forms W-4P and W-4R
- Forms 1099-MISC and 1099-NEC
- Form 7200

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