

Payroll News

October Meeting!

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Join us for our October Dinner chapter meeting on Thursday, **October 12, 2017 at 5.30 p.m.** We are delighted to have speaker, Monte Steen, VP of Sales, National Accounts, Principal Group present on the topic of “FMLA and How it Works”.



Upcoming Events:

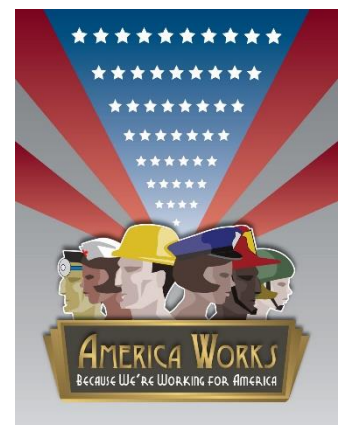
- Governor Deal Photo for NPW - 10/11 at 10:00 AM
- Monthly Meeting - 10/12 at 5:30 PM
- Statewide - 10/13
- Payroll Issues for Multi-State Employers 10/23
- Government Public Sector Payroll Issues for Multi-State Employers 10/31

Join your fellow chapter members on October 11th, at 10:00 a.m. for a photo with Governor Nathan Deal.

Due to Hurricane Irma, this year's proclamation ceremony for the state of Georgia, in celebration of National Payroll Week, the photo opportunity was postponed.

Visitors have the option of parking in the Capitol Lot, located off of Capitol Avenue. The Capitol Lot is a ten dollar, cash-only lot. For more information on parking and directions:

<http://www.libs.uga.edu/capitolmuseum/about/directions.html>



IRS Updates

IRS Offers Help to Hurricane Victims: A Recap of Key Tax Relief Provisions Available Following Harvey, Irma and Maria

WASHINGTON – The Internal Revenue Service today offered a rundown of key tax relief that has been made available to victims of Hurricanes Harvey, Irma and Maria. In general, the IRS is now providing relief to individuals and businesses anywhere in Florida, Georgia, Puerto Rico and the Virgin Islands, as well as parts of Texas. Because this relief postpones various tax deadlines, individuals and businesses will have until Jan. 31, 2018 to file any returns and pay any taxes due. Those eligible for the extra time include:

- Individual filers whose tax-filing extension runs out on Oct. 16, 2017. Because tax payments related to these 2016 returns were originally due on April 18, 2017, those payments are not eligible for this relief.
- Business filers, such as calendar-year partnerships, whose extensions ran out on Sept. 15, 2017.
- Quarterly estimated tax payments due on Sept. 15, 2017 and Jan. 16, 2018.
- Quarterly payroll and excise tax returns due on Oct. 31, 2017.
- Calendar-year tax-exempt organizations whose 2016 extensions run out on Nov. 15, 2017.

A variety of other returns, payments and tax-related actions also qualify for additional time. See the [disaster relief](#) page on IRS.gov for details on these and offer relief the IRS has offered since these hurricanes began hitting in August. The IRS also continues to closely monitor the aftermath of these storms, and additional updates for taxpayers and tax professionals will be posted to IRS.gov

Besides extra time to file and pay, the IRS offers other special assistance to disaster-area taxpayers. This includes the following:

- Special relief helps employer-sponsored leave-based donation programs aid hurricane victims. Under these programs, employees may forgo their vacation, sick or personal leave in exchange for cash payments the employer makes, before Jan. 1, 2019, to charities providing relief. Donated leave is not included in the employee's income, and employers may deduct these cash payments to charity as a business expense.
- 401(k)s and similar employer-sponsored retirement plans can make loans and hardship distributions to hurricane victims and members of their families. Under this broad-based relief, a retirement plan can allow a hurricane victim to take a hardship distribution or borrow up to the specified statutory limits from the victim's retirement plan. It also means that a person who lives outside the disaster area can take out a retirement plan loan or hardship distribution and use it to assist a son, daughter, parent, grandparent or dependent who lived or worked in the disaster area. Hardship withdrawals must be made by Jan. 31, 2018.
- The IRS is waiving late-deposit penalties for federal payroll and excise tax deposits normally due during the first 15 days of the disaster period. Check out the disaster relief page for the time periods that apply to each jurisdiction.
- Individuals and businesses who suffered uninsured or unreimbursed disaster-related losses can choose to claim them on either the return for the year the loss occurred (in this instance, the 2017 return normally filed next year), or the return for the prior year (2016). See [Publication 547](#) for details.
- The IRS is waiving the usual fees and expediting requests for copies of previously filed tax returns for disaster area taxpayers. This relief can be especially helpful to anyone whose copies of these documents were lost or destroyed by the hurricane.
- If disaster-area taxpayers are contacted by the IRS on a collection or examination matter, they should be sure to explain how the disaster impacts them so that the IRS can provide appropriate consideration to their case.

Further details on these and other relief provisions can be found on the agency's disaster relief page, as well as on the special pages for [Hurricane Harvey](#) and [Hurricane Irma](#). For information on disaster recovery, visit [disasterassistance.gov](#).

Help Those in Need... October 2017 Service Project:

For the October meeting service project, we are working on offering assistance to the Jacksonville APA chapter as we did for Texas Chapters in September (we raised almost \$1,000!). Stay tuned for more information as we receive additional information from the Jacksonville officers on needs.



Gift Cards Collected for Hurricane Relief (pictured left). Gifts distributed at the TX Statewide Conference (pictured right).



Devastation in Puerto Rico:

Less than two weeks after Hurricane Irma made landfall on the island, Puerto Rico was hit by Hurricane Maria, the worst natural disaster the island has seen in nearly a century. National Public Broadcasting (PBS) has published a comprehensive article in which relief can be provided to those in need. <http://www.pbs.org/newshour/rundown/can-help-hurricane-victims-puerto-rico/>



Volunteering

Keep an eye on your emails and our social networks for volunteer activities for yourself and often the family as well. A few organizations we support are:



It's Your Turn: Questions to Ask During a Job Interview:

Published 9/21/2017 by Social Security Administration

Click [here](#) for full article.



Once you've impressed an employer with your resume and phone interview, you may be asked to meet an employer in person. An in-person interview is an opportunity for a potential employer to get to know you and find out if you'd be a good fit for the company.

Sometimes, we forget that job interviews are a two-way street. Just as the employer wants to make sure they're making a good choice when they hire you, it is just as important for you to be sure that the company is a good match for you. Researching a company before an interview will give you some of that information, but an interview will also help you decide whether you would be happy and productive working there.

The interview is also your opportunity to show interest in the job. Interviewers want to know that you care enough about the position and their company to ask questions. At some point, probably near the end of the interview, an interviewer will ask if you have any questions. However, you don't always have to wait for that opening. Asking questions during an interview can make a discussion more interesting.

Planning your questions

Your questions should focus on understanding what the employer is looking for in an employee and how your skills can help the company. In short, focus on what you can do for them rather than what they can do for you. Stay away from questions about salary and benefits at this point. You will have time to talk about that when they offer you the job.

You don't need a lot of questions. Prepare 4 or 5 that you think will give you more insight about whether the job is right for you. You can even write them down so that you don't forget. Here are a few questions to consider including on your list:

- What do you think are the most important qualities for someone to do their best in this role?
- How would you describe a typical day and week in this position?
- What's the most important thing I can accomplish in the first 60 days?
- What are the biggest challenges facing the company right now?
- What do you like best about working for this company?
- What are the next steps in the hiring process?

Remember, whether you're answering questions or asking them, being prepared is the best way to show you're serious about the job and help you stand out from the crowd.

Disclosure and Accommodations

Disclosure of your disability is always your choice. If you need a reasonable accommodation for your interview, you may need to disclose your disability. But if you do not request an accommodation for the interview, the Americans with Disabilities Act (ADA) does not require you to tell the interviewer about your disability or that you may need a reasonable accommodation to perform the job. Learn more about [disclosure on our blog](#) and head to the Equal Employment Opportunity Commission (EEOC) website for more [information about the ADA](#).

Annual Statewide – Registration Now Open!

Earn 5.5 Recertification Credits for Attending.

The 2017 Georgia Statewide Payroll Conference *Payroll Is The Fifth Element*, will be held on Friday, October 13, 2017 at The Crowne Plaza Ravinia Hotel, 4355 Ashford Dunwoody Road, Atlanta, GA 30346. Click [here](#) for more information.



Agenda includes a continental breakfast, guest speakers, lunch, vendors and invaluable networking among your payroll peers. Don't forget the drawings, be there to claim your winnings! Register today!



36th Annual Congress

Registration is now open for Congress next year in National Harbor, MD May 15th – 19th, 2018. If you register by December 31st, 2017 you will save \$100.

Meeting Speakers and Partnership

Do you have a vendor or contact that would be willing to speak at one of our meetings? Please speak with [CJ Easterling](#) to coordinate this. We welcome partnership from businesses and higher education institutions.

If interested in being a partner, please review our [partnership opportunities](#) page.

We want to hear from you!!!

What would you like to see our chapter present at a future meeting? Click [here](#) to take our very brief survey.



Year-End and 2018 is Just Around the Corner!

Don't forget that the American Payroll Association has their program "Preparing for Year-End and 2018" coming up. It is available both online and in-person. In Atlanta, registration is open for the course on October 23, 2017 and will be held at the Sheraton Atlanta, 165 Courtland Street, N.E., Atlanta, GA 30303. You can earn 6 recertification credits. To register, please visit the APA Website [here](#).

For additional (and free) information, XpertHR has published an article with helpful tips and checklist for payroll year-end activities ([full article](#)). Please visit the [Atlanta Chapter of the American Payroll Association's Facebook Page](#) often to keep yourself up-to-date with the latest payroll information and information related to our chapter.

**XpertHR USA**
September 26 at 2:27pm · ✨Like Page

#Payroll year-end has never been a walk in the park, but has become even more challenging since 2016. In this blog post, payroll expert Rena Pirsos explains why...

[See More](#)



Yes, Payroll Managers, You Can Ace Year-End 2017: Here's How - XpertHR US Blog

There are some other tried and true...

XPERTHR.COM

Disclaimer – information provided is for the benefit of the members of the Atlanta Chapter of the American Payroll Association. Our goal is to provide the most accurate and timely information available. If there is a discrepancy found, the original source will be responsible for that data.

**ATLANTA CHAPTER
OF THE APA**

Meetings held the second
Thursday of the month at
Crowne Plaza Ravinia
Hotel

4355 Ashford Dunwoody
Road, Atlanta, GA 30346

We're on the Web!

See us at:

<http://apaatlantachapter.com/index.php>

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About Our Organization



We are a nonprofit organization centered on providing continuing education to payroll, accounting and human resource professionals. Along with education, we offer community service opportunities for all members.

We are an autonomous and independent Chapter of the American Payroll Association.

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