



# The Pay Check Times

Monthly Newsletter – West Michigan Chapter of the American Payroll Association



January 2019

## LEGISLATIVE NEWS

### E-Verify and the Government Shutdown

Due to the partial Government Shutdown, E-Verify and E-Verify services will not be available to employers.

However, this does NOT affect requirements regarding the I-9 form. Employers still are required to complete the I-9 form for employees no later than the 3<sup>rd</sup> business day after an employee begins work. Employees are still required to complete page 1 of the I-9 form on their first day of employment.

What can you do if you have a TNC (tentative nonconfirmation) you are working on resolving? Per the APA:

“While E-Verify is unavailable, employees will not be able to resolve any TNCs. USCIS has suspended the ‘three-day rule’ for creating E-Verify cases and extended the time period during which employees may resolve TNCs. The number of days E-Verify is not available will not count toward the days employees have to begin the process of resolving their TNCs.

When operations resume, USCIS will issue additional guidance. In the meantime, employers may not take adverse action against an employee whose E-Verify case is in an interim status.”

For more information, [CLICK HERE!!](#)

## IRS WARNING-Email Scams!

### Growing number of W-2/Payroll Scams

On December 6, 2018, the IRS issued a warning to Employers to watch out for phishing and email scams that have increased in recent months.

#### Scams Currently Circulating

- W-2 scam – Payroll employees are being sent emails that appear to be from their CEO or other executive management asking for W-2 information or the W-2 file itself.
- Direct Deposit scam – This involves emails that impersonate an employee where they are asking to have their direct deposit account changed for payroll.

If you have any suspicion at all that the request you are receiving is not legitimate, follow up with your internal management and/or IT department immediately to help block further notices. Also, report the scams as well as outlined below:

- If related to W-2s, [CLICK HERE](#) for more specific information on the IRS’s website.
- File a complaint with the FBI’s [Internet Crime Complaint Center](#)
- Forward the scam email to [phishing@irs.gov](mailto:phishing@irs.gov)

#### UPCOMING EVENTS

NO Meeting in January!

#### February Monthly Chapter Meeting

Topic: MI DOL Updates – New MI Paid Sick Leave Law

Presented by: Jennifer Fields, MIDOL

Where: Railside Golf Club, 6:00pm

## January Payroll Funny



"Some complaints have come in about your method of reminding people to hand in timesheets."

### **PAYROLL TOPIC HIGHLIGHT – New Michigan Paid Sick Leave Law**

The Paid Medical Leave Act (Public Act 369 of 2018) was passed in Michigan and will take effect on March 29, 2019. The new law will be administered by the Bureau of Employment Relations – Wage & Hour Division (LARA/MIDOL). It is still early in the life cycle of this law, but here is what is known to date to help you start planning to comply with the new requirements.

- \* The Act applies to all Michigan employers with 50 or more employees.
- \* There are employees who are not eligible to take leave under the Act; MIDOL will make this listing available soon.
- \* Leave is to begin accruing on March 29, 2019 or at the start of an employee's employment, whichever is later.
- \* Leave is accrued at a rate of 1 hour for every 35 hours physically worked.
- \* Employees can't accrue more than 1 hour in a calendar week or more than 40 hours in a year.
- \* An employee can carry over up to 40 hours of unused accrued leave time but may not use more than 40 hours in a single year.
- \* "Year" will be defined soon in released documents from the MIDOL.
- \* Some reasons allowable for taking paid medical leave:
  - \* Physical or mental illness, injury of the employee or family member
  - \* Care or treatment of the employee or family member
  - \* Caring for a child whose school or daycare is closed by a public official
- \* Unused accrued leave is not required to be paid out upon termination

In the coming weeks, MIDOL will be updating their website with a few notices, posters and FAQ's for employers related to the new Act. To view the entire Act, [CLICK HERE!!](#) To check the MIDOL (Wage and Hour Division) website, [CLICK HERE!!](#)

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PAYROLL  
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West Michigan Chapter is an affiliated local chapter of the American Payroll Association. Learn more about APA at [www.americanpayroll.org](http://www.americanpayroll.org)

Chapter Website: <http://westmichiganapa.org>  
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Have ideas or suggestions for our newsletter? Contact us!

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