

The “Ally Mo” News



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4th Quarter

December 2011

Quarterly Quotes



The reward of a thing well done, is to have done it...
Ralph Waldo Emerson

*You have to accept whatever comes along and the only important thing is that you meet it with the best you have to give...***Eleanore Roosevelt**

Success is a state of mind. If you want success, start thinking of yourself as a success... **Dr. Joyce Brothers**

If you have a quote you would like to share, please e-mail us at gov_liaison@apasanantonio.com

4th Quarter 2011 New Members

Denise Haggerty
Oracle Corporation

Bridget Cook
Jim Oliver & Associates, P C.

Adriana Cobos
Whataburger Restaurants LP

Jean Lewis Baker
Whataburger Restaurants LP

Laurie Sanders
Beck Readymix Concrete Company

Denise Garza
Zachry Industrial, Inc.

Lorraine Hellums
Clear Channel Worldwide (PR Tax)

Debra Benavides
Kinetic Concepts, Inc.

Robert Weidenbach
KCI

Gregorio Gonzales III
Zachry Industrial, Inc.

Teresa Findley
Our Lady of the Lake University

Matthew Carrizales
CPS Energy

We look forward to seeing you at our next meeting!

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Compliance Update

Source: TALX

TALX

Provider of EQUIFAX WORKFORCE SOLUTIONS

Update: December 2011

Tax Intelligence - Update of 2012 State Unemployment Taxable Wage Bases

Situation

A "taxable wage base" is the annual amount of wages paid by an employer to an employee that are subjected to unemployment taxes. State unemployment taxes are primarily employer paid taxes and the amount of wages subject to tax varies by state. Employers must consider wage base changes as they budget for 2012 employment tax costs.

Solution

It is important for employers to closely monitor SUI wage bases. TALX expects states will continue to increase taxable wage bases over the next several years due to the need to restore Trust Fund solvency. Listed below is the current information that the TALX legislative team has been able to obtain.

State	2011 Wage Base	2012 Wage Base	State	2011 Wage Base	2012 Wage Base	State	2011 Wage Base	2012 Projected Wage Base
AK	\$34,600	<i>\$35,800</i>	LA	\$7,700	\$7,700	OK	\$18,600	<i>\$19,100</i>
AL	\$8,000	\$8,000	MA	\$14,000	\$14,000	OR	\$32,300	<i>\$33,000</i>
AR	\$12,000	\$12,000	MD	\$8,500	\$8,500	PA	\$8,000	\$8,000
AZ	\$7,000	\$7,000	ME	\$12,000	\$12,000	PR	\$7,000	\$7,000
CA	\$7,000	\$7,000	MI	\$9,000	<i>\$9,500</i>	RI*	\$19,000	<i>\$19,600</i> <i>\$21,100</i>
CO	\$10,000	<i>\$11,000</i>	MN	\$27,000	<i>\$28,000</i>	SC	\$10,000	<i>\$12,000</i>
CT	\$15,000	\$15,000	MO	\$13,000	\$13,000	SD	\$11,000	<i>\$12,000</i>
DC	\$9,000	\$9,000	MS	\$14,000	\$14,000	TN	\$9,000	\$9,000
DE	\$10,500	\$10,500	MT	\$26,300	<i>\$27,000</i>	TX	\$9,000	\$9,000
FL	\$7,000	<i>\$8,500</i>	NC	\$19,700	\$20,400	UT	\$28,600	<i>\$29,500</i>
GA	\$8,500	\$8,500	ND	\$25,500	<i>\$27,900</i>	VA	\$8,000	\$8,000
HI	\$34,200	<i>\$38,800</i>	NE	\$9,000	\$9,000	VI	\$22,600	<i>\$23,000 (est.)</i>
IA	\$24,700	<i>\$25,300</i>	NH	\$12,000	<i>\$14,000</i>	VT	\$13,000	<i>\$16,000</i>
ID	\$33,300	<i>\$34,100</i>	NJ	\$29,600	<i>\$30,300</i>	WA	\$37,300	<i>\$38,200</i>
IL	\$12,740	<i>\$13,560</i>	NM	\$21,900	<i>\$22,400</i>	WI	\$13,000	\$13,000
IN	\$9,500	\$9,500	NV	\$26,600	<i>\$26,400</i>	WV	\$12,000	\$12,000
KS	\$8,000	\$8,000	NY	\$8,500	\$8,500	WY	\$22,300	<i>\$23,000</i>
KY	\$8,000	<i>\$9,000</i>	OH	\$9,000	\$9,000	FUTA	\$7,000	\$7,000

Red Italics – Denotes increase in the unemployment taxable wage base from that of 2011

Green Italics Bold– Denotes decrease in the unemployment taxable wage base from that of 2011

* Higher wage base applies to employers assigned the maximum rate

All wage bases are actual, unless an estimate as noted by (est.)

All wage bases are subject to change if new legislation is passed

Value

An adjustment to the taxable wage base limit is one of several actions a state may pursue to generate revenues and replenish a depleted unemployment trust fund. In addition, increased rate tables, solvency assessments, and legislative changes have made the task of forecasting this rising employer expense to become even more challenging.

The SUI rate forecasting service offered by TALX leverages our industry experience and extensive government relations resources to account for the many variables that impact unemployment tax costs. As unemployment trust funds continue to become insolvent (27 states as of 12-22-11) tax rate increases are projected to continue. Please contact Pete Krieshok at (314)214-7325 or pkrieshok@talx.com. For more information, you can also visit our corporate blog at <http://blog.talx.com>.

Compliance Update
Source: American Payroll Association

Congress Passes Full Year Extension of 2% Payroll Tax Cut

On February 17, the U.S. Senate and House of Representatives passed H.R. 3630, the Middle Class Tax Relief and Job Creation Act of 2012 (Tax Relief Act of 2012). The bill now goes to President Obama for his signature, and he has indicated he is in favor of the legislation.

The Tax Relief Act of 2012 extends until the end of 2012 the reduction in the social security tax rate paid by employees from 6.2% to 4.2% that was first implemented for 2011 by the Tax Relief Act of 2010 (Pub. L. No. 111-312). With the reduction set to expire December 31, 2011, and the employee social security tax rate scheduled to reset to 6.2%, Congress passed the Temporary Payroll Tax Cut Continuation Act of 2011 (Pub. L. No. 112-78), which extended the reduction through the end of February 2012.

The Tax Relief Act of 2012 also repeals the 2% "recapture tax" that would have required individuals who are paid more than \$18,350 in January and February 2012 to pay an extra 2% tax so they would not gain more of a benefit from the temporary payroll tax cut than employees who were not paid more than that amount during those two months.

Emergency Unemployment Benefits Continued and Modified

The Tax Relief Act of 2012 extends and revises unemployment benefits under the Emergency Unemployment Compensation (EUC) program, which had been set to expire February 29. EUC benefits are payable in four tiers, as under current law, but the payment thresholds are tightened for June through August, and again for September through December. The EUC program will not provide benefits after December 31, 2012, and there will be no phase-out of EUC benefits beyond that date. Other changes allow states greater flexibility in administering their unemployment insurance programs and implementing overpayment recovery measures.

Additional Information

How To Manage The Stresses of Working In Payroll

By Stan Popovich

Stress and anxiety are very common when you work in payroll. As a result, here is a list of techniques that a person in payroll can use to help manage their daily stresses and anxieties.

Sometimes, we get stressed when everything happens all at once. When this happens, a person should take a deep breath and try to find something to do for a few minutes to get their mind off of the problem. A person could take a walk, listen to some music, read the newspaper or do an activity that will give them a fresh perspective on things.

When facing a current or upcoming task at your job that overwhelms you with a lot of anxiety, divide the task into a series of smaller steps and then complete each of the smaller tasks one at a time. Completing these smaller tasks will make the stress more manageable and increases your chances of success.

Challenge your negative thinking with positive statements and realistic thinking. When encountering thoughts that make you fearful or depressed, challenge those thoughts by asking yourself questions that will maintain objectivity and common sense. For example, you are afraid that if you do not get that job promotion then you will be stuck at your job forever. This depresses you, however your thinking in this situation is unrealistic. The fact of the matter is that there all are kinds of jobs available and just because you don't get this job promotion doesn't mean that you will never get one.

Remember that no one can predict the future with one hundred percent certainty. Even if the thing that you feared does happen there are circumstances and factors that you can't predict which can be used to your

advantage. For instance, you are at your place of work and you miss the deadline for a project you have been working on for the last few months. Everything you feared is coming true. Suddenly, your boss comes to your office and tells you that the deadline is extended and that he forgot to tell you the day before. This unknown factor changes everything.

In dealing with your anxieties at your job, learn to take it one day at a time. While the consequences of a particular fear may seem real, there are usually other factors that cannot be anticipated and can affect the results of any situation. Get all of the facts of the situation and use them to your advantage. The more control you have over your stresses and anxieties, the better off you will be in the long run.

Take advantage of the help that is available around you. If possible, talk to a professional who can help you manage your fears and anxieties. They will be able to provide you with additional advice and insights on how to deal with your current problem. By talking to a professional, a person will be helping themselves in the long run because they will become better able to deal with their problems in the future. Managing your fears and anxieties takes practice. The more you practice, the better you will become.

Biography:

Stan Popovich is the author of "A Layman's Guide to Managing Fear Using Psychology, Christianity and Non Resistant Methods" - an easy to read book that presents a general overview of techniques that are effective in managing persistent fears and anxieties. For additional information go to:

<http://www.managingfear.com>.

Alamo Chapter Calendar

Monthly Luncheon

<i>JANUARY 19, 2012</i>	<i>Hot Topics in Employment Law Chris Scherer - Attorney</i>
<i>FEBRUARY 16, 2012</i>	<i>Recent Legislative Updates Alicia Alvarado – Office of the Attorney General</i>
<i>MARCH 15, 2012</i>	<i>To be announced</i>

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