

The "Ally Mo" News



www.apasanantonio.com

4th Quarter

December 2008

Quarterly Quotes



*He that is of the opinion money will do everything may well be suspected of doing everything for money...**Benjamin Franklin***

*If there is anything that a man can do well, I say let him do it. Give him a chance...**Abraham Lincoln***

*Things do not change; we change...**Henry David Thoreau***

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

President's Message



Welcome to The Alamo Chapter of the American Payroll Association! Our chapter provides opportunities for Payroll Professionals to grow through education, networking, and community involvement. The Chapter conducts monthly lunch meetings with payroll-related topics ranging from legislative updates, fraud prevention, managing employees, and much, much more.

Encouraging education of Payroll Professionals is extremely important to our Chapter. We offer an instructor-led CPP study group each year to Payroll Professionals interested in seeking the FPC or CPP certifications.

Growth is also achieved through community involvement. Our Chapter supports our community and environment each year through involvement with United Way Days of Caring, North East Independent School District's Career Fair, as well as other charity groups.

I look forward to meeting you at our monthly luncheon held at the Old San Francisco Steak House. I hope that you find that what we offer you, as a Payroll Professional, will make you want to become a member of our Chapter. Please feel free to e-mail myself or any Chapter officer with your questions, comments, or suggestions.

*Dana Mirabelli, CPP
President - The Alamo Chapter APA
dana_mirabelli@adp.com*

INSIDE THIS ISSUE

2	New Members / Video Resume Q&A
3	Capital Summit to Address New Administration's Impact on Payroll
4	New Hire Reporting
5	Editorial: "Four Letter Words" in the workplace / Alamo Chapter Calendar
6	Alamo Chapter Sponsors

4th Quarter 2008 New Members

Anita Escamilla
West Corp

Maria DeLaRosa
West Corp

Martha Villa
West Corp.

Maureen Carpenter
Robert Half

Cheryl Hoffman
ISS Facility Services

Diane Kilborn
Whataburger Restaurants

William Griffin
BCS Prosoft

Vicki Moreno
Clear Channel

Tiffany Anderson
SpawGlass

Marcos Recio
Texas Machining

Angela Campos
Zachry Industrial

Elizabeth Erims
Frost Bank

Victor Loza
Frost Bank

Carol Kotzur
UDP

Mary Barrera
SWBC

Jerry Chronister
Judson ISD

Sally Burton
West Corp

Cynthia Saenz
Documation, Inc

We look forward to seeing you at our next meeting!

Video Resume Q&A Information provided by: Accountemps

Q: I have heard that job candidates are now creating video resumes and sending them to prospective employers. Do I need a video resume in order to remain competitive with other payroll professionals in the job market?

A: It's true that some job seekers are using video resumes in an effort to set themselves apart from the crowd. You don't need to rush to go on camera, however, because employers have not been as quick to embrace the video resume. In fact, only one in four (24 percent) of senior executives said their organizations accept video resumes, according to a recent survey by our company.

Simply put, many employers are wary of video resumes due to the potentially thorny legal issues that could arise from viewing them. No company wants to be sued for bias and a video resume obviously can reveal a candidate's race, gender and approximate age — protected classes under equal opportunity law. There is also another issue of fairness: Not all job candidates have equal access to the tools necessary to produce a video resume. And from a practical standpoint, it can be difficult for busy hiring managers to find the time to review video resumes. In contrast to quickly evaluating a traditional resume, it can take five or 10 minutes — perhaps even longer — to watch a video.

For the time being, your best bet is to hold off on creating a video resume and focus on crafting a top-notch traditional one. Distinguish yourself by customizing your resume for each individual opportunity, succinctly highlighting your most relevant skills and qualifications, and meticulously proofreading your document for typos, spelling slip-ups and grammatical mistakes. Also, eliminate extraneous information that's not directly related to your career. Irrelevant biographical details such as your marital status and date of birth, for instance, have no place on a resume.

Finally, if you do choose to create and submit a video resume, be sure to also include your paper or electronic resume and a well-written cover letter.

For more advice on management and career issues, listen to Robert Half's podcast series at www.rhi.com/podcasts.

Capital Summit to Address New Administration's Impact on Payroll

By: William Dunn, CPP

With President Obama in the White House, and with the Democrats having a majority in Congress, what will this single-party control mean for payroll? Will there be a partial tax holiday? How will the new President's proposed economic stimulus package affect payroll?

APA's Capital Summit, being held in Washington, D.C., March 19-20, will keep you in the know on the very latest initiatives affecting your payroll compliance. This conference is a perfect opportunity to meet and influence the people who will have a direct impact on your payroll operation. If you need to protect your company's bottom line and safeguard its compliance profile in changing times, the Capital Summit should be on your to-do list.

Get more information and register for the Capital Summit at <http://www.americanpayroll.org/product/?cid=48&gid=87>

Topics for the 2009 Capital Summit include:

- *The impact of President Obama's proposed economic stimulus package, and the potential for a resulting "payroll tax holiday"*
- *New regulations on cafeteria plans*
- *New Form I-9 and changes to the employment eligibility verification process*
- *Reintroduction of legislation to ease the burden of multi-state tax withholding*

Capital Summit will offer all of this via insight from top government insiders, and will feature one-on-one networking opportunities. The conference will also feature expert analysis on the following:

Paycards

State laws govern wage payments, but federal law also has a significant impact on the use of this payment method. Christopher Henke, Counsel with the Federal Deposit Insurance Corporation (FDIC), will discuss his agency's latest ruling regarding the applicability of insurance to pooled and individual paycard accounts.

Meanwhile, Pete Isberg, Vice President of Government Relations with ADP, will discuss APA's efforts to have all states recognize paycards as a valid payment instrument.

International ACH Transactions

In September, new rules go into effect pertaining to international ACH transactions. APA consistently finds that many members don't understand these new rules well enough to know whether or how the rules will impact their payroll processing.

The new rules were developed by NACHA--The Electronic Payments Association, under the direction of the Office of Foreign Assets Control (OFAC). APA has asked one of the authors of those rules to explain them at the Capital Summit. Priscilla Holland, AAP, CCM, the Senior Director of International Programs for NACHA, will examine how the rules apply to payroll and illuminate the potential penalties of noncompliance.

Data Privacy

Though identity theft is one of the fastest growing crimes in America, Congress has been slow to adopt laws regarding data privacy. The states have worked to fill that hole. The latest trend in data privacy at the state level is the growing need to encrypt data before it is transmitted electronically. Bob Belair, a privacy expert and partner with the Washington, DC, law firm Oldaker, Belair & Wittie, will explain these developments and offer his views on what is to come.

To help fight identity theft, the IRS opened the office of Privacy, Information Protection and Data Security (PIPDS).

Deborah Wolf, Director of PIPDS, will describe recent efforts to reduce the use of taxpayer identification numbers (including social security numbers), known as TIN masking. The IRS's efforts are expected to allow employers to truncate or completely mask TINs on forms such as the W-2. But not everyone thinks this is for the best.

New Hire Reporting

By: Policy Studies Inc, Contractor of the State of Texas OAG

New hire reporting is mandated by federal law under the Personal Responsibility and Work Opportunity Reconciliation Act of 1996 and requires employers to report new hires and rehires within 20 calendar days of the hire date. If reporting electronically, employers are required to report 12-16 days apart, which is about twice a month. All newly hired or rehired employees who live or work in any state must be reported. A good rule of thumb is if the employee is required to fill out a W-4 form, that employee must be reported.

The new hire data provided by employers is compiled into the statewide database where it is compared with lists of people applying for Unemployment Insurance (UI) benefits or with outstanding overpayments. The Texas Workforce Commission (TWC) investigates and takes action to stop benefits and/or recover overpayments. Accurate and timely reporting of new hires enables the OAG to locate noncustodial parents sooner and increases child support collections for families.

When reported consistently, new hire reporting helps:

- *Speeds up the child support income withholding order process and expedites collection of child support from parents who change jobs frequently*
- *Prevent fraudulent public assistance, worker's compensation, and unemployment benefit claims,*
- *Provide early detection of overpayments resulting in substantial savings to the Unemployment Insurance Trust Fund (UITF),*
- *Return overpayments recovered by Texas Workforce Commission (TWC) to the UITF, which results in lower unemployment taxes, and*
- *Reduce the number of verification of employment requests employers receive from the OAG*

The state of Texas makes reporting easy by offering many electronic and non-electronic reporting methods. Online reporting is the easiest and most efficient method of reporting and offers the following benefits:

- *Reduces postage and paper costs and improves the quality of data submitted*
- *Provides capability to print and/or view a history of records submitted*
- *Provides e-mail notification when income withholding orders are available for retrieval on the Web site*

New hire reporting helps children receive the support they deserve. Employers serve as key partners in ensuring financial stability for many children and families and should take pride in their role.

TEXAS EMPLOYER NEW HIRE REPORTING OPERATIONS CENTER

PO BOX 149224, AUSTIN, TEXAS 78714-9224

PHONE: 800-850-6442

FAX: 800-732-5015

WWW.EMPLOYER.OAG.STATE.TX.US

Editorial: “Four Letter Words” in the workplace

By: Karen Brown

There is always talk about bad language used in an office setting. How offensive it is as well as inappropriate. Well, I’ve been thinking for several days about one “four-letter” word that when used in certain tones is, to me, extremely offensive and demeaning. That word is “JUST”.

I use to work at an agency with a single receptionist, D. She was a good Christian, a truly a dedicated worker, had the sweetest disposition, and personality. One day while visiting with her, she made the comment that she knew she was “just a receptionist, but...”. You probably now see where I am going with this. I told her that there was no such thing as “just” a receptionist. She was “THE” receptionist, and was an important member of the staff. Others had made her feel unimportant since they were more educated and were case workers.

Since then I have heard it used often in this same manner. I understand there are differences in employment, management, and education. All jobs are not on an equal level as far as responsibilities are concerned. However, I personally feel no person should put another person down by making them feel less important in their business or personal life.

*I have had this same offensive use of the word directed toward me personally and some that were used indirectly. Sometimes, it may be a problem with the person using the word, they need to make themselves seem more important. Sometimes, I believe it to be an accident; the person had no intention of offending anyone. However, there is still a **sting** when it’s said.*

Remember, there is no such thing as “JUST” a receptionist, an admin, a file clerk, or a temp.

So, let’s take a moment to flip this word around to a positive, using my sweet friend D, the receptionist, as an example. Her position was vital to the agency and her happy personality was contagious. She was “JUST” as important as anyone else. Let’s keep it a positive as often as possible.

Alamo Chapter Calendar

Monthly Luncheon

<i>JANUARY 15, 2009</i>	<i>Adjusted Employment Tax Forms Sherry Saucerman, Internal Revenue Service</i>
<i>FEBRUARY 19, 2009</i>	<i>From Fighting in the Storm to Dancing in the Rain Ed Robinson, Robinson Performance Group</i>
<i>MARCH 19, 2009</i>	<i>Paycards Chip Bauer, Preferred Paycards</i>

2008 Alamo Chapter Sponsors

Alamo Sponsor



Fiesta Sponsor



Fiesta Sponsor



Riverwalk Sponsor

