



GLO Report – September 2023

Internal Revenue Service:

The IRS has implemented a transition period for compliance with one of the provisions of Secure 2.0, specifically concerning catch-up contributions. This provision pertains to employees earning more than \$145,000 who participate in retirement plans. According to this requirement, these higher-earning employees must make all catch-up contributions on an after-tax, Roth basis. Originally, this provision was slated to take effect in 2024, with wage limits applying to employees' earnings in 2023. However, the IRS has extended this deadline, granting a two-year transition period.

Forms W2 and W2c are now available with minimal changes for 2023. The site, [About Form W-2 C, Corrected Wage and Tax Statements | Internal Revenue Service \(irs.gov\)](#) is available with the latest information.

Department of Labor

The Department of Labor has updated the final rule on the Davis-Bacon Act for the first time in decades. This rule is effective October 23, 2023. Please see [Final Rule: Updating the Davis-Bacon and Related Acts Regulations | U.S. Department of Labor \(dol.gov\)](#) for more information. Highlights include updated information for calculating the prevailing wage, fringe benefits, area, supplemental wage rates as well as state and local considerations.

Office of Child Support Enforcement (Now Office of Child Support Services):

The Office of Management and Budget (OMB) has extended the expiration date on the current Income Withholding for Support Order (IWO). The new expiration date is Sept. 30, 2024. OMB granted the extension to give child support agencies time to implement revisions to the IWO based on comments received from publishing a notice in the Federal Register. We will issue a subsequent Action Transmittal with information about the IWO revisions. For more information, please visit the information provided on the OCSS [website](#).

USICE / Department of Homeland Security:

New I-9 Form coming / Remote inspection. Reminder, current I-9 form expires October 31, 2023. Beginning November 1, 2023, we are required to use the new form. For more information on the form, please click [here](#). The department offers monthly webinars. Click [here](#) for more information on those webinars.

State News:

California: The minimum wage will increase in January 2024 to \$15.50 per hour regardless of the number of employees working for an employer.

Georgia: On May 4, 2023, Governor Brian Kemp signed an expansion of the use of voting leave providing employees time off to advance vote in primaries and elections. This new measure amends existing law and provides time off for employees to advance vote and revises provisions related to time off for employees to vote on election day. Georgia employees can take two hours off on election day or one of the days designated for in-person early voting. Likewise, Georgia employees can take two hours off, regardless of whether the polls are open two hours before or after a work shift ends. Time off for voting is not required to be paid, but employers can choose to do so. Employees must give reasonable notice to their employers of the need for time away from work to vote. This is effective July 1, 2023.

Indiana: Form WH-4 has been revised to reflect eligibility for a one-time dependent child exemption. Taxpayers are eligible for a \$1,500 exemption per year for each dependent child (\$3,000 for the first year). Personal income tax will also be lowered gradually for tax years 2024-2027.

Maine: Electronic filing threshold has been lowered to 10 beginning with required filings in 2024 for the W-2 and 1099 forms.

Maryland: Earned Wage Access guidelines were issued that describes the process as well as risks that may be involved. Notice can be viewed here: [advisory-earnedwageaccess.pdf \(maryland.gov\)](https://www.maryland.gov/advisory-earnedwageaccess.pdf).

South Carolina: Guidance to employers with remote workers has been issued. The Department of Revenue published tax tips for both employees and employers. More information can be found here: [TAX TIPS FOR REMOTE WORKERS AND THEIR EMPLOYERS \(sc.gov\)](https://www.screvenue.gov/tax-tips-for-remote-workers-and-their-employers).

