

SDAPA 3rd Quarter

Newsletter

August 2023

In the News

US Citizenship and Immigration Services Releases Updated Form I-9 for November 1, 2023, Go-Live Date

On August 1, 2023, the U.S. Citizenship and Immigration Services (USCIS) published an updated Form I-9, Employment Eligibility Verification, with an edition date of 8-1-23. The USCIS encourages all employers to begin using the 8-1-23 edition form as soon as possible, however the previous Form I-9, (edition 10-21-19) can be utilized up through October 31, 2023. On November 1, 2023, all employers must use the 8-1-23 edition of the Form I-9.

Updates to the 8-1-23 Form I-9 include:

- Sections 1 and 2 are now a singled sided sheet. No fields were removed, but multiple fields were consolidated into fewer fields wherever possible.
- The Section 1 Preparer/Translator Certification area is now a standalone Supplement A that employers will provide when applicable.
- Section 3, Reverification and Rehire, is now a standalone Supplement B.
- The difference between "noncitizen national" and "noncitizen authorized to work" has been clarified.
- The notice at the top of Form I-9 was updated to provide guidance on how to avoid discrimination during the verification process.
- The 8-1-23 edition has been redesigned to be fillable on tablets and mobile devices. The requirement to enter "N/A" in certain fields was also deleted.
- The Lists of Acceptable Documents page has been redesigned to include acceptable receipts.
- The instructions have been reduced from 15 pages to 8 pages.

The updated 8-1-23 edition of Form I-9, Employment Eligibility Verification, can be located at

<https://www.uscis.gov/sites/default/files/document/forms/i-9.pdf>

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On the Calendar

Upcoming Member Meetings:

August 17, 2023
3:00pm - 5:00pm
Online Member Meeting
Topic: Working on Payroll Fitness
Speaker: James Hootman, CPP, SPHR,
SHRM-SCP, PMI-ACP

August 12 & 19, 2023
CPP Bootcamps for Fall CPP Testing
Online Meetings
Saturdays 9:00am - 1:00pm

September 7, 2023
National Payroll Week Celebration
In Person Event
Mission Valley Branch - San Diego
Library
2123 Fenton Parkway
San Diego, CA 92108

October 11 - 13, 2023
California Payroll Conference
In Person Conference
Sheraton Park Hotel
1855 Harbor Blvd.
Anaheim, CA 92802

October 19, 2023
Online Member Meeting
3:00pm - 5:00pm
Topic: Cyber Security



Please Join Us In-Person on September 7, 2023, for National Payroll Week!

San Diego Chapter of the American Payroll Association **2023 NPW Networking Event**

Come celebrate you and **National Payroll Week** with your chapter!

This is a networking event with a little bit of fun thrown in!

Raffle Prizes



What you need to do:

Register.

Bring your business card.

Open Positions?

Share your job posting [here](#).

Looking for a new role?

Share your resume [here](#).

Treats



September 7th from 3pm - 5pm

Doors open at 2:30 for check in.

Mission Valley Library

2123 Fenton Parkway

San Diego, CA 92108

Registration required:

Free to Members and Non-Members

(Registration deadline 8/30/2023)

www.sandiegochapterapa.org

This year we are supporting **Just in Time** for foster youth:

My First Home program

by donating items from the attached list.



Federal News

DHS Provides Option to Examine Form I-9 Remotely

The U.S. Department of Homeland Security (DHS) has published a final rule which provides an option for employers to examine Form I-9 remotely starting August 1, 2023. The new alternative attempts to recognize the realities of the post-COVID economy in which more individuals are working remotely than ever before.

To participate in the remote Form I-9 examination process, employers must be in good standing and be enrolled in e-Verify. The remote verification steps include:

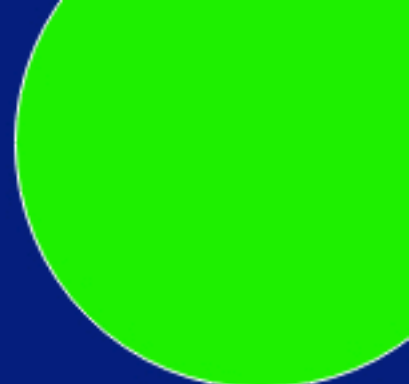
- Examine the front and back of documents presented by the employee to ensure the documentation appears to be genuine.
- Hold a live video session with the employee to ensure the documentation is genuine and relates to the individual. The employee must first transmit a copy of the documents to the employer, and then present the same documents during the video session.
- Indicate the remote process was utilized to complete Section 2 on Form I-9 by completing the corresponding box. If using the 10-21-19 edition of Form I-9, employers must write "alternative procedure" in the Additional Information field. If using the 8-1-23 edition of the Form, the employer must complete the appropriate box in section 2 or Supplement B.
- The employer must retain a clear, legible copy of the employee's documentation.
- Create an e-Verify case if the individual is a new hire.

Before utilizing the new remote Form I-9 verification process, please review all requirements at: <https://www.dhs.gov/news/2023/07/21/dhs-provides-employers-certainty-and-new-flexible-option-employment-eligibility>

Debt Limit Law Signed, Ends Suspension of Student Loan Payments

On June 3, 2023, the Fiscal Responsibility Act of 2023 was signed into law. This law suspends the public debt limit through January 1, 2025. This new law also ends the suspension of federal student loan payments. The U.S. Department of Education has said that loan interest calculations will restart on September 1, 2023. While no new guidance has been provided yet regarding federal student loan related wage attachments, borrowers are encouraged to resume regular payments immediately because interest will be accrued during the 12-month restart period.

For more information, please visit:
<https://studentaid.gov/manage-loans/repayment/prepare-payments-restart>



Open Board Positions

- * Program Director
- * President-Elect
- * Social Media Chair

Interested? Get Involved!

Contact CeCe Bramlett for more information

Email:
ccbramlettsdapa@yahoo.com

Thank you to our NPW Prize Sponsors:
Mad Munch Grilled Cheezer Co. of Ocean Beach



California Updates

California Faces FUTA Tax Credit Reduction for 2023

The U.S. Department of Labor (DOL) has recently updated state and territories outstanding balance amounts for Federal Unemployment Accounts (FUAs). As of July 3, 2023, California has an outstanding FUA loan balance, along with New York and the U.S. Virgin Islands.

If states have an outstanding FUA balance on January 1 of two consecutive years and on November 10 of the second year, those states are subject to a Federal Unemployment Tax (FUTA) rate credit reduction until the loan has been paid off. Each year a loan continues to be unpaid, the credit reduction increases by 0.3%. In 2022, California already had a 0.3% credit reduction, so the 2023 outstanding loan will reduce California's FUTA tax credit reduction to 4.8% in 2023. This will result in an additional \$21 dollar FUTA tax payable per employee in 2023 compared to 2022.

As of July 3, 2023, California's FUA loan balance was \$17.7 billion. Without any change to California's UI funding structure, FUTA costs are anticipated to increase each year until the CA UI Trust Fund regains solvency.

For updates on California's UI Trust Fund Loan balances, please visit:
<https://oui.doleta.gov/unemploy/budget.asp>

California Celebrates New Paid Family Leave Program Benefits

With the passing of the 2023 Mother's Day and Father's Day Holidays, the California Employment Development Department (EDD) is reminding families in the state to learn more about the state's Paid Family Leave (PFL) benefits. The EDD Paid Family Leave Benefits are intended to facilitate work-life balance and help parents create strong futures for their children. PFL Benefits provide up to eight weeks of partial wage replacement for eligible Californians to help aid their families during the most impactful events in their lives. The California EDD PFL program provides approximately sixty to seventy percent of their weekly salary and is funded through the California State Disability Insurance (SDI) tax paid by most workers in the state. California PFL can also be used to care for a seriously ill family member and bonding with a new child. Benefits may be staggered within the first twelve months of a child entering a family. The California EDD also wishes to remind working parents that PFL is a short-term wage replacement program. It is not a leave of absence from work and it does not provide job protection.

For more information on the California Paid Family Leave benefit program, please visit:
<https://edd.ca.gov/en/disability/paid-family-leave/>

*The San Diego
APA Chapter is
currently seeking
and accepting
new sponsors*

*For more
information, please
visit:*

www.sandiegochapterapa.org/sponsorship

*Or email The
Chapter at:*

sandiegochapterapa@hotmail.com

Coming October 11 - 13, 2023: The California Payroll Conference in Anaheim, CA

California
Payroll
Conference



Supports
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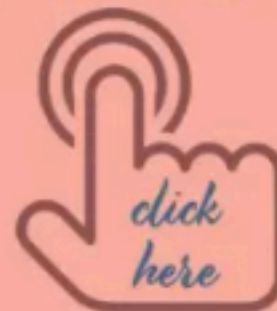
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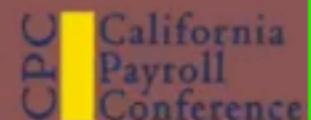
click
here

or visit

www.californiapayroll.org



SHERATON PARK HOTEL, ANAHEIM, CA
OCTOBER 11, 12 & 13, 2023



National & San Diego Chapter News

American Payroll Association Merges With Global Payroll Management Institute to form PayrollOrg

After more than forty years as the leader in payroll education, publications and training, the American Payroll Association (APA) and the Global Payroll Management Institute (GPMI) have combined to become PayrollOrg (PAYO). The merger and rebranding went into effect on May 2, 2023.

Globalization has always been part of the fabric of the American Payroll Association. Since its founding in 1981, the APA has provided education and certifications for payroll professionals outside the U.S. In 2015, the APA founded the Global Payroll Management Institute to further support customers globally and satisfy the growing needs of multinational and international organizations.

Combining APA and GPMI, PayrollOrg will provide education, publications and resources for the payroll industry throughout the world. PayrollOrg's vision is to empower all payroll professionals and connect the payroll industry across the world. To celebrate the newly merged parent organization, this edition of the Chapter Newsletter has been created in colors aligned with PayrollOrg's new corporate identity.

For more information, please visit: <https://www.payroll.org/membership/about-us>

San Diego Chapter Celebrates the 2023 Scholarship Recipients

On June 6, 2023, the San Diego Chapter awarded annual academic scholarships to two outstanding applicants: Jaime Waddell and Caden Waddell. Caden plans to use the scholarship endowment to obtain a Master's Degree. Jaime will be using the scholarship funds to achieve a Bachelor's Degree in Elementary Teacher Education.

The San Diego Chapter accepts applications for its annual scholarships in May each year. Chapter Members and their family members are encouraged to apply. The next scholarship cycle will be in May 2024.

Please join us in congratulating Jaime Waddell and Caden Waddell for their well-deserved scholarships!

Coming Soon: The 2023 San Diego Chapter Community Outreach Event

The San Diego Chapter's Community Outreach Event will take place in the very near future. This philanthropic event is an excellent opportunity to give back to our local community. Prior San Diego Chapter Community Outreach Events have taken place at the San Diego Food Bank and the Ronald McDonald House of San Diego. Members are welcome to bring family and friends to share in a fun and rewarding day of philanthropy. Please be on the lookout for upcoming emails from the Chapter regarding registration details for this year's event.

Board Officers

- President – CeCe Bramlett, CPP
- Treasurer – Christine Ness, CPP, PHR
- Membership – Darlene Marinello, FPC
- Gov't. Liaison - Richard Sabo, CPP, CMA
- Secretary & Auditor - Rena DiLoreto, CPP
- NPW Chair – Cheryl Burr, CPP
- Webmaster – Jean Soltmann, CPP
- Philanthropy - Alison Hennessey, CPP
- Education Co-chair – Kat Williams, CPP
- Education Co-chair – Martha Lozada, CPP - SPHR

Please inform your colleagues in Payroll and Human Resources of the APA San Diego Chapter and invite them to consider membership

Information on the APA San Diego Chapter's membership perks & benefits can be easily shared with others by downloading the informational brochure linked her (click here).