

State Legislative Update

October 29, 2019

Arkansas

Supplemental Withholding

Effective January 1, 2020, the withholding rate on supplemental wages decreases to 6.6% from 6.9%. Supplemental wages include severance pay, back pay, commissions, tips and bonuses.

California

Employee Notice

Effective January 1, 2020, employers are required to notify employees, who participate in a Flexible Spending Account, about deadlines to withdraw their funds before the end of the plan year. Notices must be distributed via two of the following: phone, text message, email, USPS or by handing directly to the employee.

California

Dispute Settlement

Effective January 1, 2020, employers may not enter into a settlement agreement with an employee that contains a provision prohibiting, preventing or otherwise restricting a settling employee from obtaining future employment with the employer for whom the aggrieved person has filed a claim.

Florida

Minimum Wage

Effective January 1, 2020, minimum wage for Florida employers is raised to \$8.56 from \$8.46. Wages for tipped employees is raised to \$5.54 from \$5.44.

Florida

State Poster

The State of Florida has released their “Unemployment Compensation” and “Minimum Wage” posters. Both are available for download in the myHRWS Portal.

Illinois

State Poster

Effective November 1, 2019, employers must enroll in the Illinois Secure Choice Savings Program if they meet the following three criteria: existed for at least two years, have 25 through 99 employees, and **do not** offer a tax-qualified retirement savings plan. Employers that have more than 99 employees were required to enroll in November of 2018 and July of 2019.

Kansas

Unemployment Insurance

Effective January 1, 2020, the unemployment-taxable wage base is \$14,000. Tax rates for experienced employers range from zero to 7.1% while tax rates for new employers range from 2.7% to 6%.

Kentucky

Unemployment Insurance

Effective January 1, 2020, the unemployment, taxable wage base is \$10,800. Unemployment tax rates for experienced employers are determined with Schedule A, while standard tax rates for a new employer is 2.7%.

Maryland

State Poster

The State of Maryland has updated its Equal Pay Poster. It is available for download in the myHRWS Portal.

Nevada

State Poster

The State of Nevada has released its “Safety and Health Protection on the Job” poster. It is available for download in the myHRWS Portal.

New Mexico

Las Cruces

Effective January 1, 2020, minimum wage is raised to \$10.25.

Ohio

Income Tax Withholding

Effective January 1, 2020, interest rates on tax underpayments (in 2020) will remain at 5%.

Vermont

Income Tax withholding

Effective January 1, 2020, the interest rate for tax underpayment is 7.5%.

Vermont

Unemployment Insurance

Effective January 1, 2020, the taxable wage base is \$16,100.