



To: Lynchburg Regional SHRM  
From: David Barney (Director of Government Affairs)  
Date: July 14, 2016  
SUBJECT: **JULY 2016 LEGISLATIVE UPDATE**

Happy Summer! Please see July's update below:

- Employers still have an opportunity to submit Affordable Care Act (ACA) information returns without facing penalties, even though the filing deadline has passed. But don't count on the same leniency for next year's filings. [IRS Eases Penalties for Late ACA Reports](#)
- Nearly one-third of workplace retirement plans in the U.S. have been audited by the federal government over the past two years, which should serve as a wake-up call to plan sponsors. Proactive reviews of plan operations and compliance processes can reduce audit risks. [1 in 3 Retirement Plans Audited in Past Two Years](#)
- Employers can help workers deal with the transition to nonexempt status under the Fair Labor Standards Act overtime rules, while simultaneously minimizing their risk of liability for wage and hour claims, by leveraging innovative and user-friendly technologies. [5 Ways to Leverage Technology for Overtime Compliance](#)
- Wellness incentive cash payments and “cash equivalents”—ranging from gift cards to subsidized gym memberships—are not excludable from taxation as a medical benefit, the IRS is reminding employers. [IRS Reminds Employer - Wellness Incentives are Taxable](#)
- As voters head to the polls less than five months from now to elect a new president and decide which party or parties will control the 115th Congress, several key issues affecting the workplace will take center stage. [New President, New Workplace?](#)
- As a reminder, we will have a National SHRM Government Affairs expert speak at our September chapter meeting. The topic is “Countdown to the Election: What to Expect for HR Public Policy”. Given the timing of the election in November, it should be a great opportunity to get this perspective.
- As always, if you or your organization has an issue that you feel needs to be brought to the attention of our legislators, let me know. You can reach me at 434.832.2160 or [dbarney@scottins.com](mailto:dbarney@scottins.com).