



FLSA Protects Employees From Retaliation from Oral Complaints

The Fair Labor Standards Act protects employees from retaliation for complaints of wage and hour violations made either orally or in writing, the US Supreme Court ruled.

Kevin Kasten, a former employee of Saint-Gobain Performance Plastics Corp., said he orally warned several supervisors that the employer’s time clocks were positioned in such a way that employees could not credit as work the time they spent in a locker room taking on and off protective clothing, in violation of FLSA. Because of his complaints, he was disciplined and later fired.

Employees Stealing Time

Whatever happened to the American work ethic? Whatever happened to the belief that when a person puts in eight hours a day, he or she is giving his or her best effort?

Studies show the average worker wastes time:

- two-and-a-half weeks of the employer's time each year just preparing to start and stop work
- one-and-a-half weeks annually on personal telephone calls.
- one-and-a-half weeks annually wasted on personal use of the Internet for Web site surfing, shopping and e mailing.



All told, experts estimate the typical worker wastes well over five weeks of the employer's time each year! Wasted time comes in other forms too: Unjustified sick leaves, stretched lunch breaks and excessive socializing among co-workers also cause this problem.

See our E-Newsletter for more complete details on how to curb this type of wasted time.

SSA “NO-MATCH” Letters to Employers Are Unveiled



Beginning this month, the Social Security Administration will send some employers a letter requesting action and a response for 2010 Form W-2 name and social security number mismatches of specific employees.

DID YOU KNOW? Payday Payroll runs every new hire through the SSA Verification program each month as a free service for our clients? Mismatches are reported via email when they show up by our own Bruce Schwenk. Most mismatches are due to marital status changes when a new “married name” is reported to the employer prior to actually making the change with SSA

FROM THE PRESIDENT

How do I trust thee? Let me count the ways.....

PAYDAY PAYROLL SERVICES celebrated its 26th birthday on April 16th. That is 26 years of payroll processing, and since we started using the ACH methods for direct deposit and tax payments in 1998, probably about **\$10 BILLION OF YOUR DOLLARS!!** that we have moved from your checking accounts to our Trust accounts the night before we have to transmit the payroll data to the Federal Reserve system to move the money to its final destination, whether that be your employees accounts, the IRS or state agencies.

So, how much money have you had stolen, misplaced or lost in some manner? We know the answer is none. We know because we reconcile every day, downloading the thousands of banking transactions we created and shipped out back into our system to make sure they all cleared. We know that, but, do you?

At least a couple of times a year, we have to read about some payroll company somewhere that ran on the seat of their pants, and usually more through incompetence than outright embezzlement, lost their client's tax dollars, millions of dollars. We know of one or two right now in our marketing area that we are just waiting for the shoe to drop. And it is not only small companies that can be dishonest.

We know you know us and trust us because our track record is flawless, you have never had to pay penalties due to any error on our part, and payroll processing is basically IRS trouble free with Payday. But, as President Reagan said, "Trust, but verify!"

In the Virginia area, Steve Kayer is making the rounds with our security flyer and tax payment verification instructions. Jeff Marbach is doing the same in Florida. We are giving you the instructions on "HOW TO CHECK BEHIND PAYDAY" to ensure that we are making your tax payments as accurately as we brag about. The instruction sheet can also be found on our website under the "Documents" heading.

Listen to Steve and Jeff if they drop by one day. They want you to know all that we do and how hard we work to secure your information and money. If you are out of the immediate data center area, get the instruction sheet off our website. We know you trust us, but we still want you to go behind us and verify. It is a judicious and sensible thing for you to do and you owe it to your company.

I will be in San Diego in May meeting with the Electronic Senior Analysts of the IRS and some top Banking industry clearing house executives. I understand that the banks and feds will be further tightening ACH rules and regulations next year since they can't prevent themselves from making lousy mortgage loans and dealing in unintelligible financial tools. Instead, they will pick on quality small to medium sized businesses like you and me. We will probably have to provide the Feds with a background credit report on every client in the future since we are all suspect in their eyes, those of us who never cost them a dime or were late on any payments. That is just the way they work. We will keep you posted.

Thanks for putting your trust in Payday. We want only to provide the finest customer service in the payroll industry and we hope you feel like you receive it.

Andy



Andy Kline—President

IRS Issues Guidance on W-2 Reporting Company Paid Health Insurance

In 2012, company paid health insurance is going to have to be reported in Box 12, using code DD, on form W-2, using the same calculations that determine COBRA continuation payments for former employees.

Companies with under 250 W-2's filed have until 2013 to begin reporting employer sponsored health coverage.



Andy Kline, CEO, with Noe, our musical director and Javier, our Orphanage Director at Brazos de Amor, Arms of Love Orphanage, Jinoteppe, Nicaragua.



Esther Kline with Selena, Gretel and Susana, children of the village of Vera Cruz, Nicaragua.

Payday Around Town



Andy and Esther Kline attended the Broward 211 Gala "Oscars Presentation", an academy awards program for the finest non-profit volunteers, administrators and development fund raisers in all of Broward County. Broward 211 is an information hot line for anyone trying to find the right agency to address their needs.



Our own Vickie Chernin completed the Ironman 5150 race in March as she prepares for her big triathlons this year for both the American Heart Association and Huntington Disease



Eric Marbach, Payday Payroll, shows his support to Penny Loughan with the Pantry of Broward at a VIP Broward 211 fundraiser.



The first ever class of Dental Technicians, class of 2013 pose outside a University of Nicaragua classroom. This new certification program is a joint venture of Old Dominion University, Physicians for Peace, and Payday Payroll, which is funding the first two years of the program.



Jeff Marbach, Regional Manager Payday Payroll Florida, with Sharon Ross and Alice Simon of Broward Homebound at their annual golf tournament, sponsored by Payday Payroll in Boca Raton.



The ladies love the PAYDAY PUNCH served up by Vickie at the charity golf event.

Have you been to www.paydaypayroll.com lately?



You can't tell by looking...

- 18% of all violent crimes occur in the workplace
- 50% of all resumes and applications contain false information
- 33% of all business failures are due to employee theft

If you haven't then you may not be aware of the premium services such as **Employee Background Checks, Employee Debit Cards and Employee Loans** that we offer directly from our website.

Try Clicking Today!

Protect yourself and your business.



Platinum Pay is an easy to use Prepaid Visa™ debit card that gets your paycheck on the card fast, safe, and free. Making trips to the bank or check cashing stores will no longer be necessary.



Payday Payroll has partnered with **WorkersChoiceUSA** to provide a Financial Services Program designed to enhance benefits packages by providing guaranteed short-term loans to ALL employees of enrolled companies. Loan amounts vary from \$500 to \$5,000 and are repaid in manageable payments through an online payroll-deduct process. Best of all, there is **no cost or financial risk** to your business!

EVERYBODY LOVES PAYDAY