MANOS, MARTIN & PERGRAM CO., LPA

50 North Sandusky Street
Delaware, Ohio 43015
Phone: (740) 363-1313
Fax: (740) 363-1314

Client Focused, Client First Since 1951

We are always grateful for your trust in recommending us to others. A referral from you and your continued business are the highest compliments we could ever receive.

Inside this issue:

Client Bulletin

Volume XLII, No. 1 January 31, 2025

OHIO'S NEW PAYSTUB PROTECTION ACT TO GO INTO EFFECT

At the end of March 2025, the new "Pay Stub Protection Act" will go into effect. This Act will require Ohio employers to provide either paper or electronic pay stubs to their employees. Employers will need to provide the following information to the employees in their pay stubs:

- Employee's name
- Employee's address
- Employer's name
- Total gross wages earned by employee during the pay period
- Total net wages paid to employee for the pay period
- A listing of the amount and purpose of each addition and/or deduction from wages paid to the employee during that pay period
- Date the employee was paid and the pay period covered by that payment
- For employees paid on an hourly basis, the following additional information is required:
    a) Total number of hours worked by employee during the pay period
    b) Hourly wage rate at which employee is paid
    c) Employee's hours worked in excess of 40 hours in one work week

An employee who does not receive a pay stub statement with the required information may make a written request to her/his employer, and in turn the employer has not less that 10 days to comply with the employee's request. If that request has not been fulfilled within the 10-day period, the employee may submit a report of the violation to the Director of the Ohio Department of Commerce. If the employer is found to be in violation, the Director shall issue a written notice of the violation. The employer, upon receipt of that notice, must immediately post the notice of violation or a copy of the notice in a conspicuous place on the employer's premises. The posting must stay in place for 10 days.

NOTE: There is no penalty for an employer that does not comply with the Act nor is there a provision for an employee or the Director to sue to enforce the Act.

MANOS, MARTIN & PERGRAM CO., LPA

50 North Sandusky Street
Delaware, Ohio 43015

Phone: (740) 363-1313
Fax: (740) 363-1314

Visit us on the web
www. mmpdlaw.com

Find us on Facebook

NEW 2025 401(K) LIMITS; IRA CONTRIBUTION LIMITS UNCHANGED

The IRS has raised the amount an individual may contribute to his/her 401(k) plan. This year, the contribution increased to $23,500, up from the $23,000 contribution limit of 2024. The catch-up contribution limit that generally applies to employees 50 or older remains $7,500 for 2025. Thus, an employee who is 50 or older can contribute up to $31,000.

The IRA catch-up contribution limit for those 50 and over remains at $1,000 for 2025. The limit on annual contributions to an IRA remains at $7,000.

UPDATE: BOI REPORTING TO FINCEN

In the third week of January, the U.S. Supreme Court left in place the nationwide injunction issued by the U.S. District Court for the Eastern District of Texas which stayed all the reporting deadlines for entities not qualifying for one of the 23 exemptions from Beneficial Ownership Information (“BOI”) reporting to the Financial Crimes Enforcement Network (“FinCEN”) of the U.S. Department of the Treasury under the Corporate Transparency Act (“CTA”) passed by Congress in 2021. On January 24, 2025, FinCEN announced that because of the Supreme Court’s actions, the ongoing litigation (in several different U.S. District Courts) and the nationwide injunction, it will NOT issue updated deadlines for entities not exempt from BOI reporting to file the information with FinCEN required by the CTA and those entities will not be subject to liability for not reporting while the litigation is ongoing. However, the statement posted on FinCEN’s website indicated that the on-line filing portal was still available for those who want to do BOI reporting.

Surprisingly, the new Trump administration and Congressional leaders have been silent regarding the CTA and there has not been any announcement by the Trump administration regarding appeal of *Smith v. U.S. Department of the Treasury*. There has been some Congressional activity regarding repeal of the CTA, which passed both houses of Congress in 2021 with large bi-partisan majorities. The CTA was passed as part of a larger effort by FinCEN and the U.S. Department of the Treasury to crack down on money laundering, tax evasion, and other financial crimes.

STAY TUNED!