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Social Security is a public fund first established as part of the New Deal under President Franklin Delano Roosevelt in 1935. Since then it has become an important component of Americans' incomes in their advanced age and retirement. Both workers and employers pay in the system, but without any change, Social Security is heading to insolvency by 2034. No doubt the beneficiaries would have to endure sharp cuts before that deadline, and the future of the programme for younger workers would be entirely uncertain. However, Congress is likely to act before insolvency becomes a problem. There is currently a proposal in the House of Representatives that would raise the cap on social security taxable income, as well as gradually increase the general rates of social security tax that both workers and employers pay in the system. Regardless of the changes ahead, employers have a specific set of obligations to pay their share of Social Security. It is critical that employers understand their federal payroll tax responsibilities under the Federal Insurance Contributions Act (FICA, for their own reasons). Here's what you need to know as a small business owner about your FICA tax obligations, as well as what changes might be on the horizon for the program. [Do you need tax software for your business? Check out our recommendations on our Best Selections page.] What are my FICA tax obligations? FICA not only prescribes tax obligations that support Social Security, but also Medicare. Both workers and employers share these costs to ensure supplemental income and health coverage in old age. FICA taxes include withholding employee compensation, as well as paying an employer's share. Withholding employee compensation: 6.2 percent Social Security tax 1.45 percent Medicare tax 0.9 percent Medicare Overtaste over employees earning more than \$200,000 Employer Obligations: 6.2 percent Social Security Tax 1.45 percent Medicare Tax In addition to payroll tax obligation, employers are required to report wages for each employee from whom income is withheld , Social Security and Medicare taxes, on Form W-2, said Bill Goselin, Paychex compliance analyst. If an employer has more than 250 W-2, they must be filed electronically. These must be submitted to the SSA by January 31 of the following year. The Social Security Wage LimitFor social security taxes Social, there's a maximum dollar amount that serves as a salary cap. In other words, employers are only responsible for withholding and paying Social Security tax on wages to the fullest. By 2019, that limit is \$132,900, but that could change soon. A proposal in the House of Representatives would increase the cap to \$400,000 in annual revenue. Currently, someone earning \$400,000 annually pays the same in Social Security taxes as someone earning \$132,900 annually. The bill would change that, as well as slowly raising the payroll tax rate 12.4 per cent in total at 14.8 per cent in total; employees would contribute 7.4 per cent, and employers would match that amount. According to Goselin, the change could increase an employer's total FICA spend. The best way to prepare for this change, he added, is to start calculating as much change as possible in your budget projections for next year. To prepare, employers should be aware of the annual change to the fullest of Social Security, Goselin said. They should evaluate the potential change and determine employees at or are likely to be at [those] income levels ... so that they can budget accordingly for the additional FICA tax expenditure they may experience. Calculating Social Security tax obligationsCalculate the amount to be withheld from an employee's compensation for Social Security tax purposes is relatively easy. Simply multiply your employee's gross wages by the tax rate, which is currently 6.2 percent. The same amount you wither from an employee's compensation is the amount you must pay in Social Security tax for that employee. For example, if employee Jim receives gross wages equal to \$100,000 annually, an employer must withhold \$6,200 of Jim's salary over the course of that year. The employer would be responsible for paying \$6,200 in addition to the amount withheld from Jim's check. Employers must do this for each employee. In another example, if an employer has 10 employees working under them for annual gross wages of \$100,000 each, the employer must contribute \$6,200 for each employee's Social Security tax. That means the employer owes a total of \$62,000 per year in Social Security taxes, while each employee would have an additional \$6,200 withheld from their payout check. This hypothetical business and its employees would then contribute a total of \$124,000 to the Social Security tax in a given year. Penalties for non-complianceFailure to comply with your FICA tax obligations can be costly, even criminal. Initially, companies that did not meet their FICA tax obligations for the year will have to pay what they owe, plus a financial fine ranging from 2% to 25%, depending on how late the payment is. Employers who intentionally neglect their obligations and choose not to withhold or pay anything for their Social Security tax may be on the hook for all taxes owed, a 100 percent financial fine, as well as criminal charges and prison time. Paying your FICA tax obligations is as important as complying with any other tax obligation under the law. Not doing so is illegal and will surely cost you more what you would save by ignoring your fiscal responsibility. To make sure you pay your taxes correctly, consider giving a CPA account. You can also use payroll software to track your employees' compensation and tax software to calculate your obligations. The Tobacco Control Act Broad FDA authority to regulate the manufacture, marketing, sale and distribution of tobacco products. FDA is already using its regulatory powers to make significant advances in public health. FDA guidance keeps the tobacco industry informed about regulatory issues, including ways to legally market new tobacco products and proposed restrictions on promotions and labeling. Explore the FDA's current thinking on a wide range of tobacco-related topics, including a list of guidance documents that can be searched. FDA Rules and Regulations develop regulations based on laws established in the Food, Drug and Cosmetic Act (FD&C Act) or other laws, including the Family Smoking Prevention and Tobacco Control Act, under which the FDA operates. FDA regulations have full force of law. Learn more about rules and regulations, including a list of searchable final rules, proposed rules, compliance action plans, regulatory updates, and other vital regulatory information. Comment Opportunities Public commentary is part of the rule-making process. FDA uses public records announced in the Federal Register to request information from all interested parties on a number of specific issues related to the implementation of ACT. View the current collection of open record documents for public comments. Letters to Industry FDA is committed to regular and clear communication with the industry. Search FDA correspondence documents with industry. OHRP makes available the full text of HHS regulations for the protection of human subjects in research (45 CFR 46), Common Rule (45 CFR 46 Subpart A), and FDA human subject protection regulations. Content created by Office for Human Research Protections (OHRP)Content last reviewed on January 19, 2017 Image: Towne Properties Lobbying for change in the rules of your homeowners association requires procedure, commitment, and perhaps joining the board. If you live in a newer suburban community or in a planned unit development, you, like about 63 million Americans, according to the Community Associations Institute, are likely to be a member of a homeowners association. It's also a good bet you haven't thought much about your HOA until you have a problem. Because HOAs make and enforce community rules, it's smart to understand what you can do if you can't or don't want to follow them. Hoa Facts Each HOA, a group of neighbor volunteers who manage common areas and community properties, creates agreements, conditions and restrictions (CC&R). These CC&Rs cover: Resident behavior (no glass containers around the pool) Architecture (no fences greater than 8 feet) Common responsibilities (fee schedules and fines for non-compliance) Buying and Selling Be a good partner for the agent of your choice will make both house hunters happier. Home Maintenance Tips Our wintering your home checklist will help you keep your home cozy and safe frigid assault. Cleaning and Disposal A bleach or rubbing alcohol solution is your best choice to keep your home disinfected. The average annual fees for a homeowners association are \$396, according to the U.S. Census Bureau. And there's value in the rate. A 2005 study, which appeared in the Cato Institute's Rules magazine, compared a group of HOA properties in the Washington, D.C., area with similar households with no community benefits -- a total of about 12,000 households. HOA house values were found to be 0.54% higher. That's \$969 in the average U.S. home value of \$179,500. When you don't like the rules Some boards can impose what some owners think are invasive, silly or elitist rules. In 2014, a Myrtle Beach association decided that homeowners could have only two pets. A couple who had had three dogs for the past 14 years were threatened with a \$100-a-day fine unless they got rid of one of their dogs. There's even an older story a few years ago, reported in the media, about an owner of an exclusive gated community in Frisco, Texas, who was threatened with fines for parking his new Ford F-150 series truck at his entrance overnight. The board made exceptions for several luxury brands, but its mid-range truck was ruled not elegant enough. Even if you don't agree with the rules, keep paying your dues. HOAs have broad legal powers to collect fines and fees and regulate activities. If you do not respond to letters from the board, property manager, or collection agency, the HOA may and will appeal to a small claims court or file a lien against your property. You can handle some problems with a phone call. For example, adding recycling to the garbage collection path is a budget issue, not a rule issue. Call the board member who oversees garbage collection to find out if there is room for manoeuvre in the budget. If you want to do something that is against the rules, such as flying the U.S. flag in your yard, start with: Make a written request for variance, using the appropriate HOA form in your CC&R documents. A variance gives you permission to be the exception to the rule. Send your request to the board of directors and the property management company. Looking for a commitment: You would like to fly the American flag, but only on national holidays. Don't expect a quick fix Some HOA boards meet only twice a year. If the board decides it is worth following the matter, it may require a community vote. If a majority passes, the board shall adopt. Board members can also consult the HOA attorney to see if there is a legal liability if they find themselves against them. If you do not get a timely response, request a hearing and resubmit your variance request with as much support as possible for your cause. If the board fails against you without a community vote, you can appeal the ruling with a petition signed by most other owners. Fine Reality But But you fly your flag without permission, you expect to be fined. Fines can range from a nominal \$25 to a painful \$100 or more depending on the problem. Your CC&Rs will indicate the good schedule, per day, per incident, etc. Interest for non-payment may accrue, and the HOA may sue you in a minor claims court. If you feel that the ruling or fines are unfair, the last resort is to hire a lawyer and sue the HOA, as a flag-waving couple did in 1999. They fought their HOA in court for nine years before the case was resolved in their favor. Become the Rule Creator If you don't like rules, the best way to change them is to be part of the process. Learn about your CC&R, annual budget and employee contracts. Do you see areas where expenses can be reduced? Are service providers doing their job? Volunteer for a committee or task. If the board needs to enforce parking rules, for example, it may volunteer to collect the license plate numbers of residents' vehicles. Also, put your professional experience to work: help the board with data entry, accounting, or website design. Run for election to the board. When a position opens, the board notifies members, and you can put their name forward. New board members are elected to the annual meeting by a majority of members. Many boards are three to nine large members, with a term of one to two years. Participation refunds As a board member, be prepared to spend two to four hours a month: Review of property management reports Monitoring monitoring budgets Talk to other board members and residents Most boards meet quarterly; small boards only meet twice a year for a couple of hours. Accept that you might become less popular if the owners don't like your decisions. In the worst case, he could be sued, along with the rest of the association. Participation benefits But there are rewards. You'll feel more in control of the fate of your community. You may find that some rules you didn't support have merit after all. But most of all, you'll know that you're doing everything you can to protect your quality of life and the value of your home. Related: Should I sell my house? Resources to help you navigate the new real estate normal. Buying and selling homes during the pandemic: What you need to know Buy a home is exciting. Arguing while buying a house? Not so much. Here's how to keep the peace while you hunt at home. 5 Relationship saving strategies for any couple who buy a home Being a good partner for the agent you choose will make you both happier houses. How to hire a real estate agent — and be your best client there are never any silly questions to ask a real estate agent. 5 questions to ask when buying a house sometimes just doesn't work. Here's how to say goodbye when you're unhappy. Can I fire my real estate agent? Agent? Agent?

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