



FUBA issues

Florida United Businesses Association

OUR BUSINESS IS SMALL BUSINESS

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JANUARY 31ST IS IMPORTANT FEDERAL TAX DEADLINE

January 31, 2012, is the deadline for employers to do the following:

- Furnish copies of Form W-2, Wage and Tax Statement, to each employee who worked for you during calendar year 2011. This form lists payments you made to your employees during the year, as well as withheld income, social security and Medicare taxes. You must also send copies of these W-2's to the Social Security Administration.
- Provide Form 1099-Misc, Miscellaneous Income, to unincorporated businesses that your business paid \$600 or more. These forms are for people not treated as your employees, such as fees to subcontractors, accountants, or other independent contractors that are not a corporation. You must also send copies of these forms to the IRS by February 28th (March 31st if filing electronically). Please note: You do not have to issue a 1099 on payments for the purchase of goods and other property. That requirement was repealed and never took effect.
- File Form 940, Employer's Annual Federal Unemployment (FUTA) Tax Return, with the IRS. This form is used to report your **federal** unemployment taxes. (This is in addition to the state unemployment taxes that you pay to the State of Florida.) If you deposited all your FUTA tax when it was due, the deadline for filing your Form 940 is extended to February 10, 2012. A link to the IRS instructions for filing Form 940

is under the Small Business Alert screen on our website at www.fuba.org.

IRS MILEAGE RATE NOT CHANGING FOR 2012

The Internal Revenue Service (IRS) recently announced the standard mileage rates for the use of a car or other vehicle for business purposes. For calendar year 2012, the rate will remain 55.5¢ per mile, which has been the rate since July 1, 2011. Due to rising fuel costs, the IRS increased the rate mid-year in 2011.

The standard mileage rate set by the IRS is used by many businesses to reimburse employees for mileage travelled in their personal vehicles for business reasons. Businesses always have the option not to use this standard rate and instead calculate the actual costs of using a vehicle for business purposes and reimbursing their employees for that cost.

NLRB POSTER UPDATE

As we have explained in prior editions of this newsletter, the National Labor Relations Board (NLRB) has issued a new requirement that all private employers post a notice of their employees' right to form a union. The effective date of this new poster requirement is currently set for January 31, 2012; however, a lawsuit trying to get the new poster thrown out is still proceeding. As this newsletter went to press, the poster requirement is still in effect. If this poster is still being required by the end of January, we will send you one at no charge with your February newsletter.

Until then, please be very wary of any mail you receive from poster companies trying to sell you “compliance packages” of employment-related posters. As part of our member services, FUBA is dedicated to keeping you informed about all new posters, and we do our best to provide all new posters to you free of charge so that your business is always in compliance with federal and state employment posting requirements.

CONTRACTORS NOW HAVE MORE TIME TO PASS STATE LICENSURE EXAM

The Construction Industry Licensing Board (CILB) is the state agency that issues licenses to construction contractors in the following areas:

- General contracting;
- Building;
- Residential contracting;
- Sheet metal;
- Roofing;
- Air-conditioning;
- Mechanical;
- Swimming pool/spa;
- Plumbing;
- Underground utility and excavation;
- Solar; and
- Pollutant storage.

The CILB has changed its licensing process to give candidates applying for a construction license more time to complete all portions of the initial licensure examination. Beginning November 1, 2011, examination candidates will have four years from the date he or she initially sat for the initial licensure examination to pass all portions of the examination and will not be limited in the number of times they may re-take a test during the four year period.

If you have any questions regarding this change or licensure in general, please visit the Construction Industry Licensing Board’s website at **www.myfloridalicense.com** and click on “Our Businesses and Professions” then “Construction Industry” or call the CILB at 850-487-1395.

CONTRACTORS: HAS YOUR STATE LICENSE BEEN UNEXPECTEDLY SUSPENDED?

Has your Florida contractor’s license been suspended unexpectedly and you aren’t sure why? If so, there is a possibility that the suspension is for failing to comply with disciplinary actions taken against your state contractor’s license by the Construction Industry Licensing Board (CILB) or for failing to comply with the terms of probation on your license.

If the CILB has taken disciplinary action against your license or placed your license on a term of probation, you may have items that required your compliance in order to maintain your license in a current active status. For example, you may have outstanding fines and/or investigative costs you owe to the Department, or you may have failed to provide proof of restitution made to a homeowner. If you were given a period of probation, you may not have complied with the terms of that probation. You may have even been ordered to take additional continuing education hours, but have not provided proof that they have been completed.

For information about your license status or to make payment arrangements, please contact the Construction Industry Licensing Board at 850-487-1395. If you have received a notification letter of your suspension and have already made payment, you must provide proof of such to the Executive Director of the CILB. Follow up by contacting the CILB office to ensure that your suspension is lifted once you have complied with all CILB requests.

Please note: This only applies to a contractor’s license issued by the State of Florida; please see the list of licensure categories at left. If you hold a local contractor’s license and not a state license, your license is not regulated by the CILB.