

APRIL 2019

## When Criminal Justice Reform Pays

By Lenny McAllister, Director of Western Pennsylvania for the Commonwealth Foundation

It's easy to see the benefits of criminal justice reform through the eyes of the convicted.

He commits a crime. He goes through the criminal justice process and is found guilty. In some fashion, he begins repaying his debt to society. During this process, a shift in policy through criminal justice reform allows for him to re-enter society quicker and with more access to a productive life.

He believes some lower-risk, non-violent crime should not forever inhibit his one last opportunity to contribute to society. Lawmakers over recent years have felt the same. In many cases, the offender wants to reform himself, so a reformed criminal justice system that helps him correct his mistakes just makes sense. [Read More>>](#)

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## House Republicans Focusing on Good Jobs and Careers for Pennsylvanians

By Rep. Mike Puskaric (R-Allegheny/Washington)

My House Republican colleagues and I are putting families first through our commitment to rebuilding Pennsylvania's workforce opportunities to retain and create family-sustaining jobs. We are working to help transition people from minimum wage jobs to good-paying, career jobs – jobs that allow individuals the dignity of providing for themselves and their families.

During his budget address in February, Gov. Tom Wolf proposed to raise Pennsylvania's hourly minimum wage from the current \$7.25 to \$12 per hour this year, making it one of the nation's highest. Annual 50-cent increases, which are part of his overall proposal, would bring it to \$15 an hour by 2025.

[Read More>>](#)

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## Member Testifies Before U.S. House Ways and Means Committee

By Eileen Anderson, Director, Government Relations

We published Guy' Berkebile's amazing story last July. He has taken full advantage of the Tax Cuts and Jobs Act and is a superb example of its benefits to small businesses. He was invited to the White House twice to address audiences from the podium in the East Room. When I spoke with him in mid-March he calmly said he testified before the U.S. House of Representatives Ways and Means Committee on February 13th. Advocacy doesn't get any better than that. Congratulations Guy!

[Read More>>](#)

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## Compliance Bulletin

### IRS Allows Employers to Recover Mistaken HSA Contributions

The IRS recently released an information letter describing circumstances that would allow an employer to recover contributions mistakenly made to its employees' HSAs.

Previously, IRS guidance allowed employers to recover HSA contributions in very limited situations, such as when the contribution exceeded the applicable annual limit. The new guidance also allows employers to recover HSA contributions when there is clear documentary evidence showing there was an administrative or process error. [Read More>>](#)

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## Voluntary Benefits Scorecard

### Are your offerings competitive?

Retaining and attracting the right employees can be difficult for even the most capable organizations. However, voluntary benefits might be able to help. Voluntary benefits can help round off health benefits and can help employment metrics in both the short and long term. [Read More>>](#)

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## Benefits Buzz

### Deadline Extended for EEO-1 Filing from March to May 31, 2019

The Equal Employment Opportunity Commission (EEOC) has extended the deadline for employers to submit EEO-1 Reports for 2018. The reports are now due by May 31, 2019.

What is the EEO-1 Report? The EEO-1 Report is a federally mandated survey that collects workforce data from employers. The data is categorized by race, ethnicity, sex and job category. The EEOC uses this information to enforce federal prohibitions against employment discrimination and discriminatory pay practices. [Read More>>](#)

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## Live Well, Work Well

### Don't Let Tax Filing Season Get the Best of You

The April 15 deadline to file your 2018 tax returns will be here before you know it. If you're like many Americans, hearing the phrase "tax season" can induce stress—and for good reason. Filing your taxes can be confusing, but, with the help of a tax professional, it doesn't have to be. In addition to contacting a certified tax professional, review the following information. [Read More>>](#)