Independent Contractor v. Employee

**DOL Issues New Guidance on Independent Contractor Classification**

The Department of Labor has issued new guidance in Administrator’s Interpretation No. 2015-1 on classifying workers as either independent contractors or employees, leading to a stricter interpretation of what constitutes an independent contractor so that more workers may now be more appropriately categorized as employees than in the past.  The guidance emphasized that merely entering into an agreement that labels the worker as an independent contractor is insufficient, and that the definition of "employ" includes a "to suffer or permit to work" standard--meaning that a broad "suffer or permit" standard will now be used in order to determine the proper classification of workers.  **Read More**

Link to Q 8662

Individual Retirement Accounts

**New One-IRA Rollover Rule Begins in 2015**

In 2014, the IRS released guidance providing that, beginning in 2015, taxpayers will only be permitted to execute one IRA rollover in any 12-month period, regardless of how many IRAs a taxpayer owns.  All IRAs owned by the same taxpayer (including SEP, SIMPLE and Roth IRAs) will effectively be aggregated for purposes of this rule, though the new guidance does not impact the number of Roth conversions (IRA-to-Roth rollovers) that the taxpayer can execute in any given time period.  Further, trustee-to-trustee transfers where the taxpayer does not receive control over the funds are not limited**. Read More**

Link to Q 3891.04

**Affordable Care Act**

**IRS Reminds Self-Insured Employers of Health Coverage Filing Requirements**

The IRS recently issued Tax Tip 2015-42, which reminds employers that provide self-insured health coverage to employees that they must file an annual return reporting certain information for each covered employee *regardless of the employer's size*.  Self-insured employers are treated as coverage providers and, therefore, must file Forms 1095-B and 1094-B.  While all employers are eligible to e-file, filers of more than 250 forms must e-file.  **Read More**

Link to 8734

**Health Savings Accounts**

**Maximizing Health Savings Choices: HSA or FSA?**

As many clients have seen their out-of-pocket health-related expenses rise with the implementation of the Affordable Care Act, finding a tax-preferred method for funding those expenses has become more important than ever.  The options, however, have expanded in recent years and the rules have grown more complex—meaning that more clients may have difficulty determining which supplemental health account best suits their needs.  For a client who is lucky enough to have access to both a health savings account (HSA) and a health flexible spending account (FSA) to fund these expenses, expert advice as to the rules governing each type of account can prove critical to making sure each client makes the most of his or her health savings vehicle. **Read More**

**Link to HSA or FSA in Advisor’s Journal**