

# Legislate<sup>®</sup>

## Key Legislative Developments Affecting Your Human Resources

Volume 5 | Issue 51 | December 18, 2014

## Tax Extenders Legislation Passed by Senate; Government Funding Bill Signed into Law

This past weekend, the Senate approved legislation that would fund most of the federal government for FY 2015, and the president signed the measure into law on Tuesday. The funding bill makes significant changes to the rules governing multiemployer pension plans and contains other employee benefit provisions. The Senate also passed tax extenders legislation this week, which retroactively modifies, for 2014, permitted maximum benefits under a qualified transportation fringe benefit program.

### Government Funding Legislation

On Saturday, the Senate approved [H.R. 83](#), and President Barack Obama signed the legislation into law on Tuesday. The legislation funds most of the federal government through September 30, 2015 (with the Department of Homeland Security funded through February, 2015), changes funding rules for multiemployer pension plans, sets forth an ACA compliance exception for certain expatriate health insurance plans, and modifies FLSA rules governing insurance adjusters performing disaster-related work. See our [December 12, 2014 Legislate](#) for more information on employee benefit and employment law provisions of H.R. 83.

### Tax Extenders Legislation

On Monday evening, the Senate approved [H.R. 5771](#). This legislation would extend many expired or soon-to-expire tax provisions by one year — including, retroactively for 2014, “parity” in the maximum monthly exclusion for mass transit and parking benefits under a qualified transportation fringe benefit. This means that employees can, on a retroactive basis, exclude from income up to \$250 per month for 2014 mass transit expenses — the same as the monthly limit for parking expenses. That parity does not apply for future years — so parking for 2015 will remain at \$250, but transit benefits will drop to \$130.

The legislation would also provide new employment tax rules for “professional employer” organizations. See our [December 5, 2014 Legislate](#) for more information on H.R. 5771, which is soon expected to be signed into law by the president.

#### Home for the Holidays

The House and the Senate have recessed for remainder of this Congress. The 114th Congress is scheduled to begin in January 2015.

**Authors**

Drew Crouch, JD, LLM  
Julia Zuckerman, JD

**Produced by the Knowledge Resource Center of Buck Consultants at Xerox**

The Knowledge Resource Center is responsible for national multi-practice compliance consulting, analysis and publications, government relations, research, surveys, training, and knowledge management. For more information, please contact your account executive or email [fyi@xerox.com](mailto:fyi@xerox.com).

You are welcome to distribute *Legislate*® publications in their entireties. To manage your subscriptions, or to sign up to receive our mailings, visit our [Subscription Center](#).

This publication is for information only and does not constitute legal advice; consult with legal, tax and other advisors before applying this information to your specific situation.