

## INTRODUCTION

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*Federal Payroll Non-Tax Laws & Regulations* has been designed specifically for the payroll or human resources practitioner, attorney, bookkeeper, or accountant who needs the security of the full text of payroll-related sections of federal laws and federal agency regulations (other than tax laws and regulations) to complete their research and support the decisions and recommendations they make. This is the first time these diverse laws and regulations have been combined into a single reference volume. Payroll-related sections of the Internal Revenue Code and federal tax regulations are contained in a separate volume, *Federal Payroll Tax Laws & Regulations*, published by PayrollOrg.

### THE UNITED STATES CODE AND CODE OF FEDERAL REGULATIONS

Most of the laws found in this book are exactly as they appear in the most recent updates of the United States Code (USC), the official compilation of federal statutory laws. The headings of these sections reflect their placement within the USC. For example, “29 USC §213” (minimum wage and overtime exemptions under the Fair Labor Standards Act) refers to section 213 of Title 29 of the USC. Laws that have been enacted more recently than the latest updates to the U.S. Code are drawn from the public laws in which they first appear.

Most of the regulations in this book are exactly as they appear in the Code of Federal Regulations (CFR), the official compilation of all federal executive agency regulations interpreting federal laws. The sections of regulations reflect their placement within the CFR. For example, “29 CFR §825.100” (an overview of the Family and Medical Leave Act) refers to section 825.100 of Title 29 of the CFR. Regulations that have been adopted more recently than the latest volumes of the CFR are drawn from the issues of the Federal Register (F.R.) in which they were first published.

### HOW THIS BOOK IS ARRANGED

*Federal Payroll Non-Tax Laws & Regulations* is arranged by subject matter, with each law or set of regulations included in one of the following subject areas:

- *Wages and Hours* — The Fair Labor Standards Act (FLSA), Portal to Portal Act, and FLSA regulations issued by the Department of Labor’s Wage and Hour Division.
- *Family and Medical Leave* — The Family and Medical Leave Act and regulations issued by the Department of Labor’s Wage and Hour Division.
- *Immigration and Employment Verification* — The Immigration Reform and Control Act, regulations of the Department of Homeland Security and the Department of Justice, and federal acquisition regulations.
- *Child Support and Creditor Garnishment* — The Consumer Credit Protection Act and regulations; Debt Collection Improvement Act and regulations; Full Faith and Credit for Child Support Orders Act; selected creditor garnishment provisions dealing with student loans, bankruptcy, and payroll deductions; and selected child support withholding provisions dealing with new hire reporting, state plan requirements, and medical child support orders.
- *Government Contractor Provisions* — Statutory and regulatory provisions governing: contracts for materials, supplies, articles, and equipment exceeding \$10,000; service contract labor standards; wage rates for public buildings and work; contract work hours and safety standards.
- *Miscellaneous Provisions* — The Electronic Fund Transfer Act and its regulations, provisions on social security totalization agreements, the holding period for 401(k) plan contributions, and minimum wage requirements for federal contractors.

## CITATIONS TO LAWS AND REGULATIONS

The bracketed citation at the end of each section of a law contains a summary of the section's legislative history, from enactment through subsequent amendments. Where a section is amended by multiple public laws, a semicolon separates the history for each public law from one another. A single public law history generally contains the public law number (e.g., Pub. L. 117-328), along with the date it became law, and the volume and page number of the Statutes at Large (the official compilation of public laws as passed by Congress) in which it appears.

The bracketed citation at the end of each section of a regulation contains a summary of the regulation's history, from enactment through subsequent amendments. Each item of regulatory history consists of a Federal register citation indicating the volume and page of the Federal Register where the change may be found, as well as the date of the regulatory change (e.g., 89 F.R. 1816, Jan. 11, 2024). Where a section of the regulations is amended more than once, each item of regulatory history is separated from one another with a semicolon. Note that some CFR parts contained in this book may contain a single bracketed item of information following the part heading with the notation that all of the regulations in the part share that history "unless otherwise noted."

**IMPORTANT:** For the most recent amendment to a law or regulation, refer to the last entry in the bracketed citation. The date of the most recent amendment is critical because updated regulations interpreting an amended federal law often are not issued until months or years after the law has been changed. Therefore, **YOU SHOULD NOT RELY ON A REGULATION IF IT IS OLDER THAN A SECTION OF A LAW TO WHICH IT REFERS, OR IF THE REGULATION REFERS TO A SECTION OF A LAW THAT NO LONGER EXISTS.**

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**IMMIGRATION REFORM AND CONTROL ACT (LAW)**

**U.S. Code, Title 8 – Aliens and Nationality**

**Chapter 12 – Immigration and Nationality**

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