

ACNT 1329 - Payroll Accounting - Review Test #1 - Chapter 1

Know about **The Equal Pay Act of 1963** and the **Lilly Ledbetter Fair Pay Act of 2009**.

Know the provisions of the **Civil Rights Act of 1964**. : Prohibited discrimination based on race, color, creed, gender, and national origin.

Know the provisions and who is covered under the **Age Discrimination in Employment Act of 1967**.

Know who is covered under and the major provisions of the **Davis-Bacon Act (1931)**. Creating a standard of wages for governmental contracts totaling more than \$2,000. Brought additional revenue to small business. Federal legislation enacted in 1931 that requires federal contractors to pay employees an amount commensurate with the prevailing local wage.

and the **Walsh-Healey Public Contracts Act (1936)** Legislation enacted in 1936 that required employers working on federal contracts in excess of \$10,000 to pay employees the federal minimum wage and follow the overtime provisions of the Fair Labor Standards Act. Prohibited the employment of individuals younger than 16 years of age.

Know what the **Federal Personal Responsibility and Work Opportunity Reconciliation Act (PRWOR)** of 1996 (new-hire reporting) covers. Mandated that employers file a new hire reporting form within 20 days after an employee initially commences work. This act protects children and needy families by enforcing child support obligations. Legislation that provided social welfare relief for a limited time.

Know about the **Sixteenth Amendment to the U.S. Constitution**. Allowed the United States government to levy and collect income taxes on individuals.

Know what **The Sarbanes-Oxley Act of 2002 (SOX)** covers with regards to payroll. Provided criminal penalties for violations of ERISA. Additional consideration for SOX public companies regarding payroll is that the internal controls of a payroll system must be reported under the law's guidelines.

I and **The Employee Retirement Income Security Act of 1974 (ERISA)** Legislation provided protection for employees' retirement savings, preventing employers from using employee savings to satisfy business expenses.

Know about the *U.S. v. Windsor* court case. The supreme court overturned DOMA in its ruling in U.S. Vs . Windsor on September 6, 2013, subsequently mandating that all married same-sex couples be treated as married for all tax purposes.

Know about the purpose of payroll legislation.

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Payroll Knowledge Assessment Test Study Guide

Jack C. Robertson



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experience Covers Exam 220 201 and 220 202 *Handbook of EDP Auditing* Michael Arthur Murphy,Xenia Ley Parker,1989

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Table of Contents Payroll Knowledge Assessment Test Study Guide

1. Understanding the eBook Payroll Knowledge Assessment Test Study Guide
 - The Rise of Digital Reading Payroll Knowledge Assessment Test Study Guide
 - Advantages of eBooks Over Traditional Books
2. Identifying Payroll Knowledge Assessment Test Study Guide
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Payroll Knowledge Assessment Test Study Guide
 - User-Friendly Interface
4. Exploring eBook Recommendations from Payroll Knowledge Assessment Test Study Guide
 - Personalized Recommendations
 - Payroll Knowledge Assessment Test Study Guide User Reviews and Ratings
 - Payroll Knowledge Assessment Test Study Guide and Bestseller Lists
5. Accessing Payroll Knowledge Assessment Test Study Guide Free and Paid eBooks
 - Payroll Knowledge Assessment Test Study Guide Public Domain eBooks
 - Payroll Knowledge Assessment Test Study Guide eBook Subscription Services
 - Payroll Knowledge Assessment Test Study Guide Budget-Friendly Options

6. Navigating Payroll Knowledge Assessment Test Study Guide eBook Formats
 - ePub, PDF, MOBI, and More
 - Payroll Knowledge Assessment Test Study Guide Compatibility with Devices
 - Payroll Knowledge Assessment Test Study Guide Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Payroll Knowledge Assessment Test Study Guide
 - Highlighting and Note-Taking Payroll Knowledge Assessment Test Study Guide
 - Interactive Elements Payroll Knowledge Assessment Test Study Guide
8. Staying Engaged with Payroll Knowledge Assessment Test Study Guide
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Payroll Knowledge Assessment Test Study Guide
9. Balancing eBooks and Physical Books Payroll Knowledge Assessment Test Study Guide
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Payroll Knowledge Assessment Test Study Guide
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Payroll Knowledge Assessment Test Study Guide
 - Setting Reading Goals Payroll Knowledge Assessment Test Study Guide
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Payroll Knowledge Assessment Test Study Guide
 - Fact-Checking eBook Content of Payroll Knowledge Assessment Test Study Guide
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
 - Integration of Multimedia Elements

- Interactive and Gamified eBooks

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