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**Our numbers are just right.**



## **JAK Office Closed - October 26th**

Our office will be closed Thursday, October 26th so our entire team can attend our annual Firm Retreat.

### **Fall Hours:**

Please note that our office is closed on Fridays through November. We have a secure drop box by our front door for your use if you need to drop something off outside our normal business hours.

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## **Per Diem Rates for 2023-2024 Effective October 1, 2023**

Anytime an employee incurs lodging and meal expenses while out of town for work, the employee can be reimbursed for these expenses. **Learn more on how to utilize the High-Low Method as well as view the new rates issued by the IRS.**

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## **Minnesota Earned Sick and Safe Time Law Effective January 1, 2024**

There is a new law that will be effective January 1, 2024 for earned sick and safe time. It states that all employers must provide paid leave to employees in Minnesota in certain circumstances. In short, the circumstances include if the employee is sick, they need to care for a sick family member, or to seek assistance if an employee or their family member has experienced domestic abuse.

An employee is eligible if they work at least 80 hours per year for an employer in Minnesota and they are not an independent contractor. Temporary and part-time employees are eligible. However, it is not required for building and construction industry employees who are represented by a union, if a valid waiver of these requirements is provided in a collective bargaining agreement.

One hour of sick and safe time is earned for every 30 hours worked, with a maximum of 48 hours per year. The employer has the discretion to allow for higher amounts.

Sick and safe time must be paid at the same hourly rate the employee earns while they are working.

The leave can be used for any of the following: employee or the employee's family member mental or physical illness; abuse due to domestic abuse, sexual assault, or stalking of the employee or family member; closure of the employee's workplace due to weather or public emergency or closure of a family member's school or care facility due to weather or public emergency; and when determined by a health authority or health care professional that the employee or family member is at risk of infecting others with a communicable disease.

Family members that are included are any immediate blood relative, spouses or domestic partners, child-in-law, sibling-in-law, step-parent, step-grandparent, step-grandchild, foster children, foster grandchildren, these same relatives for a spouse or domestic partner, if not related by blood but has a close association with the employee that is an equivalent of a family relationship, and up to one individual annually designated by the employee.

The total number of earned sick and safe time hours accrued and available for use, as well as the total number of earned sick and safe time hours used, are required to be provided on the employee's earnings statement provided for each payroll.

If local ordinances have more stringent sick and safe time laws, the laws of the local ordinance must be followed.

The employees must be informed by January 1, 2024, or the start of employment, whichever is later, in English or the employee's primary language, of the new sick and safe time requirements.

If the employer has an employee handbook, the sick and safe time notice must be included in that as well.

If the employer provides paid time off, vacation, sick leave or programs allowing the employee to take time off for the earned safe sick leave reasons stated previously and the time off meets or exceeds the earned safe sick leave requirements, they will be compliant with the statute.

The Minnesota Department of Labor and Industry will prepare a uniform employee notice that employers can use and will make it available in the five most common languages spoken in Minnesota.

Visit the [Minnesota Department of Labor and Industry - Earned Sick and Safe Time](#) Web Page for more information.

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## JAK Educational Videos & Blogs

## [Tax Deductions for Business Travel](#) by Alex Mathiowetz, CPA

[Where You Travel for Business Determines Your Per Diem Rates](#) by Maria Yanna, CPA

[Start Saving for Your eBike - Rebate Program Starts July 2024](#) by Alex Mathiowetz, CPA

[Can I Deduct Estate Planning Expenses](#) by Jonathon Lansink, CPA

[Protecting Your Tax Identity](#) by Maria Yanna, CPA



You can subscribe to our [YouTube channel](#) to stay up on our latest educational videos and you can view all of our past blogs on the [Blog](#) page on our website.

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## Client Line Year-end Tax Planning

The more your business minimizes its tax liability, the better your bottom line. So, let's look at some things you may be able to do between now and year-end to possibly lower your tax bill in April. [Read full article.](#)

### In this Issue:

[Minimize Taxes - Boost Retirement Funds](#)

[Is It Time for That Talk?](#)

[Beware the Wash Sale Rule](#)

[IRS Upgrades For Small Businesses](#)

[A Look At Social Media Advertising Statistics](#)



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