

# COMMUTER BENEFITS LEGISLATION



Councilmember **Mike O'Brien**

**Sustainability and Transportation Committee – September 18, 2018**

# COMMUTER BENEFITS

**Under Internal Revenue Code 132(f), qualified transportation benefits may be excluded from gross income subject to federal taxes for both the employer and employee.**

# LEGISLATIVE PROPOSAL

**Policy Goal: To require specific types of businesses to provide notification of the transit benefits section of Internal Revenue Code 132(f), which allows pre-tax payroll deductions for employees, allowing employees to allocate up to \$255 per month for transit expenses.**

# OFFICE OF LABOR STANDARDS ENFORCEMENT

- Enforcement begins one year after implementation.
- Investigations will be limited to this labor standard unless other labor violations have been documented.
- Employers are provided 60-days to comply with the ordinance after an employee has been hired.
- If a complaint is made, the employer will be allowed 90-days to comply with the ordinance before any action is taken.

# QUESTIONS AND COMMENTS