



Document Details

Docket ID:	IRS-2018-0015
Docket Title:	Proposed Collection; Comment Request focused on Form 1040 and Schedules 1, 2, 3, 4, 5, 6, the discontinuance of 1040A and 1040EZ, and revised Form W-4.
Document File:	
Docket Phase:	NA
Phase Sequence:	1
Original Document ID:	IRS-2018-0015-DRAFT-0013
Current Document ID:	IRS-2018-0015-0011
Title:	Comment from Jonette Gibson,
Number of Attachments:	0
Document Type:	PUBLIC SUBMISSIONS
Document Subtype:	Public Comment
Comment on Document ID:	IRS-2018-0015-0001
Comment on Document Title:	Proposed Collection; Comment Request focused on Form 1040 and Schedules 1, 2, 3, 4, 5, 6, the discontinuance of 1040A and 1040EZ, and revised Form W-4
Status:	Posted
Received Date:	08/08/2018
Date Posted:	08/08/2018
Posting Restriction:	No restrictions
Submission Type:	Web
Number of Submissions:	1

Document Optional Details

Submitter Info

Comment:	The new 2019 W4 forms are complicated. In reality, employees will make extreme demands upon employers to explain and to assist them in the preparation of the employees W-4. Employers will also be exposed to claims made by their employees that the employer was negligent in their explanation of the Form W-4 to the employees. In addition to the complexity of the form and anticipated demands upon the employer to explain the Form W-4 to employees, employees will consider disclosure of (a) their nonwage income, (b) their spouses income, (c) their
-----------------	--

income from other jobs, and (d) their tax credits, all to be an unwarranted intrusion upon their privacy. As a practical matter, employees don't want to disclose their other income to their employers, sometimes out of the concern that such information would be used against them in future compensation negotiations. A better way for the employee to deal with their withholdings is not to force the employee to disclose information required by lines 5-8 of the proposed W-4 to their employer to enable the employer to calculate the employee's withholdings, but rather to provide the tools to the employee to calculate their own withholding amounts. The IRS already has a withholding calculator available for employees at [IRS.gov/W4App](https://www.irs.gov/W4App) for that purpose. The employee could calculate their own optimal amount of withholdings from an IRS-provided calculator and then tell the employer how much to withhold from each paycheck. The line 9 approach exclusively should be used, and the use of proposed lines 5-8 should be eliminated. The employee-calculated withholding amount is a better approach to assisting the employee in computing the proper amount of income tax withholding and respecting employee privacy concerns. *🔗

First Name: Jonette 🔗

Middle Name:

Last Name: Gibson 🔗

Mailing Address: 220 N Main St

Mailing Address 2:

City: Ann Arbor 🔗

Country: United States 🔗

State or Province: Michigan 🔗

ZIP/Postal Code: 49254

Email Address: gibsonj@ewashtenaw.org

Phone Number: 734-222-6719

Fax Number:

Organization Name: 🔗

Submitter's Representative: 🔗

Government Agency Type: 🔗

Government Agency: 🔗

Cover Page: 

Document Optional Details

Status Set Date: 08/08/2018

Current Assignee: NA
Status Set By: Brimmer, Laurie (IRS)
Legacy ID:
Tracking Number: 1k2-94qj-3smg 
Total Page Count Including Attachments: 1

Submitter Info

Comment: The new 2019 W4 forms are complicated. In reality, employees will make extreme demands upon employers to explain and to assist them in the preparation of the employees W-4. Employers will also be exposed to claims made by their employees that the employer was negligent in their explanation of the Form W-4 to the employees. In addition to the complexity of the form and anticipated demands upon the employer to explain the Form W-4 to employees, employees will consider disclosure of (a) their nonwage income, (b) their spouses income, (c) their income from other jobs, and (d) their tax credits, all to be an unwarranted intrusion upon their privacy. As a practical matter, employees dont want to disclose their other income to their employers, sometimes out of the concern that such information would be used against them in future compensation negotiations. A better way for the employee to deal with their withholdings is not to force the employee to disclose information required by lines 5 8 of the proposed W-4 to their employer to enable the employer to calculate the employees withholdings, but rather to provide the tools to the employee to calculate their own withholding amounts. The IRS already has a withholding calculator available for employees at IRS.gov/W4App or that purpose. The employee could calculate their own optimal amount of withholdings from an IRS-provided calculator and then tell the employer how much to withhold from each paycheck. The line 9 approach exclusively should be used, and the use of proposed lines 5 -8 should be eliminated. The employee calculated withholding amount is a better approach to assisting the employee in computing the proper amount of income tax withholding and respecting employee privacy concerns. * 

First Name: Jonette 
Middle Name:
Last Name: Gibson 
Mailing Address: 220 N Main St
Mailing Address 2:
City: Ann Arbor 
Country: United States 
State or Province: Michigan 

ZIP/Postal Code: 49254
Email Address: gibsonj@ewashtenaw.org
Phone Number: 734-222-6719
Fax Number:
Organization Name: 
Submitter's Representative: 
Government Agency Type: 
Government Agency: 
Cover Page: 