

**SUPPORTING STATEMENT**  
**Internal Revenue Service**  
**(Form 8994)**  
**Employer Credit for Paid Family and Medical Leave**  
**OMB # 1545-2282**

**1. CIRCUMSTANCES NECESSITATING COLLECTION OF INFORMATION**

Internal Revenue Code (IRC), Section 45S, Employer credit for paid family and medical leave; details the paid family and medical leave credit is an amount equal to the applicable percentage of the amount of wages paid to qualifying employees during any period in which such employees are on family and medical leave.

Form 8894, Employer Credit for Paid Family and Medical Leave, is used by an eligible employer to figure and claim a credit for family and medical leave. The credit is generally equal to up to 25% of certain wages paid to a qualifying employee while the employee is on family and medical leave. An eligible employer is an employer who has a written policy in place that meets certain requirements, including providing:

- At least 2 weeks of paid family and medical leave (annually) to all qualifying employees who work full time (prorated for employees who work part-time),  
and
- The paid leave is not less than 50% of the wages normally paid to the employee.

For purposes of this credit, family leave is generally up to 12 weeks of leave provided for one or more of the following reasons: (a) birth of an employee's child and to care for the child, (b) placement of a child with the employee for adoption or foster care, (c) to care for the employee's spouse, child, or parent who has a serious health condition, (d) a serious health condition that makes the employee unable to perform the functions of his or her position, (e) any qualifying exigency due to an employee's spouse, child, or parent being on covered active duty (or having been notified of an impending call or order to covered active duty) in the U.S. Armed Forces, (f) to care for a service member who is the employee's spouse, child, parent, or next of kin.

**2. USE OF DATA**

IRS uses the data to verify the employer credit for paid family and medical leave are claimed accurately and timely.

**3. USE OF IMPROVED INFORMATION TECHNOLOGY TO REDUCE BURDEN**

The IRS has no plans to offer electronic enabling for this collection at this time. Currently taxpayers are required to attach Form 8994 to their applicable tax return.

**4. EFFORTS TO IDENTIFY DUPLICATION**

The information obtained through this collection is unique and is not already available for use or adaptation from another source.

## **5. METHODS TO MINIMIZE BURDEN ON SMALL BUSINESSES OR OTHER SMALL ENTITIES**

The IRS proactively works with both internal and external stakeholders to minimize the burden on small businesses, while maintaining tax compliance. The Agency also seeks input regarding the burden estimates from the public via notices and tax product instructions. The Agency will continue to as applicable find ways to reduce the burden on small businesses or other small entities.

## **6. CONSEQUENCES OF LESS FREQUENT COLLECTION ON FEDERAL PROGRAMS OR POLICY ACTIVITIES**

A less frequent collection of this information would not allow the IRS to verify eligible employers figured the employer credit for paid family and medical leave correctly and would hinder the IRS from meeting its mission.

## **7. SPECIAL CIRCUMSTANCES REQUIRING DATA COLLECTION TO BE INCONSISTENT WITH GUIDELINES IN 5 CFR 1320.5(d)(2)**

There are no special circumstances requiring data collection to be inconsistent with guidelines in 5 CFR 1320.5(d)(2).

## **8. CONSULTATION WITH INDIVIDUALS OUTSIDE OF THE AGENCY ON AVAILABILITY OF DATA, FREQUENCY OF COLLECTION, CLARITY OF INSTRUCTIONS AND FORMS, AND DATA ELEMENTS**

We received no comments during the comment period in response to the Federal Register notice dated May 4, 2021, (86 FR 23788).

## **9. EXPLANATION OF DECISION TO PROVIDE ANY PAYMENT OR GIFT TO RESPONDENTS**

No payments or gifts has been provided to any respondents.

## **10. ASSURANCE OF CONFIDENTIALITY OF RESPONSES**

Generally, tax returns and tax return information are confidential as required by 26 USC 6103.

## **11. JUSTIFICATION OF SENSITIVE QUESTIONS**

A privacy impact assessment (PIA) has been conducted for information collected under this request as part of the "Information Returns Master-file (IRMF)", "Information Returns Processing (IRP)" and Privacy Act System of Records notices (SORN) has been issued for these systems under Treasury/IRS 22.061–Information Return Master File (IRMF); Treasury/IRS 24.030-Customer Account Data Engine Master File; and IRS 34.037–IRS Audit Trail and Security Records System. The Internal Revenue Service PIA's can be found at <https://www.irs.gov/privacy-disclosure/privacy-impact-assessments-pia>.

Title 26 USC 6109 requires inclusion of identifying numbers in returns, statements, or other documents for securing proper identification of persons required to make such returns, statements, or documents and is the authority for social security numbers (SSNs) in IRS systems.

## **12. ESTIMATED BURDEN OF INFORMATION COLLECTION**

The individual filer burden is reported under 1545-0074 and the business filer burden is reported under 1545-0123. Below is the estimated burden for all other filers including estates and trusts, and partnerships.

Authority	Description	# of Respondents	# Responses per Respondent	Annual Responses	Hours per Response	Total Burden
IRC §§ 45S	F8994	660,000	1	660,000	1.94	1,280,400
Totals				660,000		1,280.400

## **13. ESTIMATED TOTAL ANNUAL COST BURDEN TO RESPONDENTS**

To ensure more accuracy and consistency across its information collections, IRS is currently in the process of revising the methodology it uses to estimate burden and costs. Once this methodology is complete, IRS will update this information collection to reflect a more precise estimate of burden and costs.

## **14. ESTIMATED ANNUALIZED COST TO THE FEDERAL GOVERNMENT**

Product	Aggregate Cost per Product (factor applied)	Printing and Distribution	Government Cost Estimate per Product
Form 8992	121,931	0	121,931
Form Instructions	121,931	0	121,931
<b>Grand Total</b>	<b>243,861</b>	<b>0</b>	<b>243,861</b>

Table costs are based on 2021 actuals obtained from IRS Chief Financial Office and Media and Publications

## **15. REASONS FOR CHANGE IN BURDEN**

There is no change in the paperwork burden previously approved by OMB. We are making this submission to renew the OMB approval.

## **16. PLANS FOR TABULATION, STATISTICAL ANALYSIS AND PUBLICATION**

There are no plans for tabulation, statistical analysis, and publication.

## **17. REASONS WHY DISPLAYING THE OMB EXPIRATION DATE IS INAPPROPRIATE**

IRS believes that displaying the OMB expiration date is inappropriate because it could cause confusion by leading taxpayers to believe that the form sunsets as of the expiration date. Taxpayers are not likely to be aware that the Service intends to request renewal of the OMB approval and obtain a new expiration date before the old one expires.

## **18. EXCEPTIONS TO THE CERTIFICATION STATEMENT**

There are no exceptions to the certification statement.

**Note:** The following paragraph applies to all the collections of information in this submission:

An agency may not conduct or sponsor, and a person is not required to respond to, a collection of information unless the collection of information displays a valid OMB control number. Books or records relating to a collection of information must be retained if their contents may become material in the administration of any internal revenue law. Generally, tax returns and tax return information are confidential, as required by 26 U.S.C. 6103.