



Note: *The draft you are looking for begins on the next page.*

Caution: DRAFT—NOT FOR FILING

This is an early release draft of an IRS tax form, instructions, or publication, which the IRS is providing for your information. **Do not file draft forms** and do **not** rely on draft forms, instructions, and pubs for filing. We incorporate all significant changes to forms posted with this coversheet. However, unexpected issues occasionally arise, or legislation is passed—in this case, we will post a new draft of the form to alert users that changes were made to the previously posted draft. Thus, there are never any changes to the last posted draft of a form and the final revision of the form. Forms and instructions are subject to OMB approval before they can be officially released, so we post drafts of them until they are approved. Drafts of instructions and pubs usually have some additional changes before their final release. Early release drafts are at [IRS.gov/DraftForms](https://www.irs.gov/DraftForms) and remain there after the final release is posted at [IRS.gov/LatestForms](https://www.irs.gov/LatestForms). Also see [IRS.gov/Forms](https://www.irs.gov/Forms).

Most forms and publications have a page on IRS.gov: [IRS.gov/Form1040](https://www.irs.gov/Form1040) for Form 1040; [IRS.gov/Pub501](https://www.irs.gov/Pub501) for Pub. 501; [IRS.gov/W4](https://www.irs.gov/W4) for Form W-4; and [IRS.gov/ScheduleA](https://www.irs.gov/ScheduleA) for Schedule A (Form 1040), for example, and similarly for other forms, pubs, and schedules for Form 1040. When typing in a link, type it into the address bar of your browser, not a Search box on IRS.gov.

If you wish, you can submit comments to the IRS about draft or final forms, instructions, or pubs at [IRS.gov/FormsComments](https://www.irs.gov/FormsComments). Include “NTF” followed by the form or pub number (for example, “NTF1040”, “NTFW4”, “NTF501, etc.) in the body of the message to route your message properly. We cannot respond to all comments due to the high volume we receive and may not be able to consider many suggestions until the subsequent revision of the product, but we will review each “NTF” message. If you have comments on reducing paperwork and respondent (filer) burden, with respect to draft or final forms, please respond to the relevant information collection through the Federal Register process; for more info, click [here](#).



Instructions for Form CT-1

Employer's Annual Railroad Retirement Tax Return

Section references are to the Internal Revenue Code unless otherwise noted.

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Future Developments

For the latest information about developments related to Form CT-1 and its instructions, such as legislation enacted after they were published, go to [IRS.gov/CT1](https://www.irs.gov/CT1).

What's New

Changes to tax rates and compensation bases. For the 2023 tax rates and compensation bases, see [Employer and Employee Taxes](#), later.

Credit for COBRA premium assistance payments. The COBRA premium assistance credit lines have been "Reserved for future use" on Form CT-1 because the first quarter of 2022 was the last quarter in which most employers may have been eligible to claim the COBRA premium assistance credit.

Section 9501 of the American Rescue Plan Act of 2021 (the ARP) provided for COBRA premium assistance in the form of a full reduction in the premium otherwise payable by certain individuals and their families who elected COBRA continuation coverage due to a loss of coverage as the result of a reduction in hours or an involuntary termination of employment (assistance eligible individuals). This COBRA premium assistance was available for periods of coverage beginning on or after April 1, 2021, through periods of

coverage beginning on or before September 30, 2021. A premium payee was entitled to the COBRA premium assistance credit at the time an eligible individual elected coverage. Therefore, due to the COBRA notice and election period requirements (generally, employers had 60 days to provide notice and assistance eligible individuals had 60 days to elect coverage), the first quarter of 2022 was the last quarter in which most employers may have been eligible to claim the COBRA premium assistance credit.

Reminders

The COVID-19 related credit for qualified sick and family leave compensation is limited to leave taken after March 31, 2020, and before October 1, 2021. Generally, the credit for qualified sick and family leave compensation, as enacted under the Families First Coronavirus Response Act (FFCRA) and amended and extended by the COVID-related Tax Relief Act of 2020, for leave taken after March 31, 2020, and before April 1, 2021, and the credit for qualified sick and family leave compensation under sections 3131, 3132, and 3133 of the Internal Revenue Code, as enacted under the ARP, for leave taken after March 31, 2021, and before October 1, 2021, have expired. However, employers that pay qualified sick and family leave compensation in 2023 for leave taken after March 31, 2020, and before October 1, 2021, are eligible to claim a credit on Form CT-1 filed for 2023. For more information, see the instructions for [line 16](#), [line 17b](#), [line 23](#), and [line 24b](#), later.

Use [Worksheet 1](#) to figure the credit for leave taken after March 31, 2020, and before April 1, 2021. Use [Worksheet 2](#) to figure the credit for leave taken after March 31, 2021, and before October 1, 2021. For more information about the credit for qualified sick and family leave compensation, go to [IRS.gov/PLC](https://www.irs.gov/PLC).

Advance payment of COVID-19 credits ended. Although you may pay qualified sick and family leave compensation in 2023 for leave taken after March 31, 2020, and before October 1, 2021, you may no longer request an advance payment of any credit on Form 7200, Advance Payment of Employer Credits Due to COVID-19.

Outsourcing payroll duties. Generally, as an employer, you're responsible to ensure that tax returns are filed and deposits and payments are made, even if you contract with a third party to perform these acts. You remain responsible if the third party fails to perform any required action. Before you choose to outsource any of your payroll and related tax duties (that is, withholding, reporting, and paying over income taxes and taxes imposed by the Railroad Retirement Tax Act) to a third-party payer, such as a payroll service provider or reporting agent, go to [IRS.gov/OutsourcingPayrollDuties](https://www.irs.gov/OutsourcingPayrollDuties) for helpful information on this topic. For more information on the different types of third-party payer arrangements, see section 16 of Pub. 15.

Correcting a previously filed Form CT-1. If you discover an error on a previously filed Form CT-1, make the correction using Form CT-1 X. Form CT-1 X is filed separately from

Form CT-1. For more information, see the Instructions for Form CT-1 X or go to [IRS.gov/CorrectingEmploymentTaxes](https://www.irs.gov/CorrectingEmploymentTaxes).

Change of address. Use Form 8822-B to notify the IRS of an address change.

Federal tax deposits must be made by electronic funds transfer (EFT). You must use EFT to make all federal tax deposits. Generally, an EFT is made using the Electronic Federal Tax Payment System (EFTPS). If you don't want to use EFTPS, you can arrange for your tax professional, financial institution, payroll service, or other trusted third party to make electronic deposits on your behalf. Also, you may arrange for your financial institution to initiate a same-day wire payment on your behalf. EFTPS is a free service provided by the Department of the Treasury. Services provided by your tax professional, financial institution, payroll service, or other third party may have a fee.

To get more information about EFTPS or to enroll in EFTPS, go to [EFTPS.gov](https://www.eftps.gov) or call 800-555-4477. To contact EFTPS using TRS for people who are deaf, hard of hearing, or have a speech disability, dial 711 and then provide the TRS assistant the 800-555-4477 number above or 800-733-4829. Additional information about EFTPS is also available in Pub. 966.

Paid preparers. If you use a paid preparer to complete Form CT-1, the paid preparer must complete and sign the paid preparer's section of Form CT-1.

Additional information. For more information, see one of the resources discussed next.

- Pub. 15 contains information for withholding, depositing, reporting, and paying over employment taxes.
- Pub. 15-A contains specialized and detailed employment tax information supplementing the basic information provided in Pub. 15.
- Pub. 15-B contains information about the employment tax treatment of various types of noncash compensation.
- Pub. 915 contains the federal income tax rules for social security benefits and equivalent Tier 1 railroad retirement benefits.
- The Railroad Retirement Board (RRB) website at [RRB.gov](https://www.rrb.gov) contains additional employer reporting information and instructions.

How to get forms and publications. You can download or print most of the forms and publications you may need at [IRS.gov/Forms](https://www.irs.gov/Forms). Otherwise, you can go to [IRS.gov/OrderForms](https://www.irs.gov/OrderForms) to place an order and have forms mailed to you. The IRS will process your order as soon as possible. Don't resubmit requests you've already sent us. You can get forms and publications faster online.

Where can you get telephone help? You can call the IRS Business and Specialty Tax Line at 800-829-4933 or 800-829-4059 (TDD/TTY for persons who are deaf, hard of hearing, or have a speech disability) Monday–Friday from 7:00 a.m. to 7:00 p.m. local time (Alaska and Hawaii follow Pacific time) for answers to your questions about completing Form CT-1 or tax deposit rules.

Photographs of Missing Children

The IRS is a proud partner with the [National Center for Missing & Exploited Children® \(NCMEC\)](https://www.nccmec.org). Photographs of missing children selected by the Center may appear in instructions on pages that would otherwise be blank. You can help bring these children home by looking at the photographs

and calling 1-800-THE-LOST (1-800-843-5678) if you recognize a child.

General Instructions

Purpose of Form CT-1

These instructions give you some background information about Form CT-1. They tell you who must file Form CT-1, how to complete it line by line, and when and where to file it.

Use Form CT-1 to report taxes imposed by the Railroad Retirement Tax Act (RRTA). Use Form 941, Employer's QUARTERLY Federal Tax Return, or, if applicable, Form 944, Employer's ANNUAL Federal Tax Return, to report federal income taxes withheld from your employees' wages and other compensation.

In accordance with Notice 2021-24, 2021-18 I.R.B. 1122, available at [IRS.gov/irb/2021-18_IRB#NOT-2021-24](https://www.irs.gov/irb/2021-18_IRB#NOT-2021-24), you may have reduced deposits of employment taxes otherwise required to be made that are reported on Form 941 (generally, income tax withholding) in anticipation of claiming the credit for qualified sick and family leave compensation paid in 2023 for leave taken after March 31, 2020, and before October 1, 2021. For more information about qualified sick and family leave compensation, see the [line 1](#) instructions, later. For more information about this credit, see the [line 16](#) and [line 17b](#) instructions, later. Because this credit is reported when the 2023 Form CT-1 is filed in 2024, a reduction in deposits of income tax withholding as described above may have resulted in the issuance of a balance due notice and the imposition of penalties and interest when the Form 941 quarterly return was processed.

If you reduced your deposits of employment taxes reported on Form 941 in anticipation of the credit for qualified sick and family leave compensation paid in 2023 for leave taken after March 31, 2020, and before October 1, 2021, and this resulted in those amounts being included as a balance due in a notice, contact us as soon as possible by either (1) writing to the address shown on your notice, or (2) calling the telephone number shown on your notice. If you contact us in writing, include a copy of your notice and the amount of employment tax deposits reported on Form 941 that you reduced in anticipation of the credit for qualified sick and family leave compensation paid in 2023 for leave taken after March 31, 2020, and before October 1, 2021. Whether you owe tax, penalties, and interest will depend upon the credits properly claimed on Form CT-1.

Who Must File

TIP For purposes of these instructions, all references to "sick pay" mean ordinary sick pay, not "qualified sick leave compensation."

File Form CT-1 if you paid one or more employees compensation subject to tax under RRTA.

A payer of sick pay (including a third party) must file Form CT-1 if the sick pay is subject to Tier 1 railroad retirement taxes. Include sick pay payments on lines 8–11 and, if the withholding threshold is met, line 12 of Form CT-1. Follow the reporting procedures for sick pay reporting in section 6 of Pub. 15-A.

If a third-party payer of sick pay is also paying qualified sick leave compensation on behalf of an employer, the third party would be making the payments as an agent of the

employer. The employer is required to do the reporting and payment of railroad retirement taxes with respect to the qualified sick leave compensation and claim the credit for the qualified sick leave compensation unless the employer has an agency agreement with the third-party payer that requires the third-party payer to do the collecting, reporting, and/or paying or depositing railroad retirement taxes on the qualified sick leave compensation. If the employer has an agency agreement with the third-party payer, the third-party payer includes the qualified sick leave compensation on the Form CT-1 filed by the third party and claims the sick leave credit on behalf of the employer on Form CT-1.

After you file your first Form CT-1, you must file a return for each year, even if you didn't pay taxable compensation during the year, until you file a final return.

Disregarded entities and qualified subchapter S subsidiaries (QSubs). Eligible single-owner disregarded entities and QSubs are treated as separate entities for employment tax purposes. Eligible single-member entities that haven't elected to be taxed as corporations must report and pay employment taxes on compensation paid to their employees using the entities' own names and employer identification numbers (EINs). See Regulations sections 1.1361-4(a)(7) and 301.7701-2(c)(2)(iv).

Where To File

Send Form CT-1 to:

Department of the Treasury
Internal Revenue Service Center
Kansas City, MO 64999-0048

When To File

File Form CT-1 by February 29, 2024.

Definitions

The terms "employer" and "employee" used in these instructions are defined in section 3231 and in its regulations.

Compensation

Compensation means payment in money, meaning currency issued by a recognized authority as a medium of exchange, for services performed as an employee of one or more employers. It includes payment for time lost as an employee. A few exceptions are described later under [Exceptions](#).

Group-term life insurance. Include in compensation the cost of group-term life insurance over \$50,000 you provide to an employee. This amount is subject to Tier 1 and Tier 2 taxes, but not to federal income tax withholding. Include this amount on your employee's Form W-2, Wage and Tax Statement.

Former employees for whom you paid the cost of group-term life insurance over \$50,000 must pay the employee's share of these taxes with their Form 1040, U.S. Individual Income Tax Return, or Form 1040-SR, U.S. Tax Return for Seniors. You're not required to collect those taxes. For former employees, you must include on Form W-2 the part of compensation that consists of the cost of group-term life insurance over \$50,000. You must also separately report on Form W-2 the amount of railroad retirement taxes owed by the former employee for coverage provided after separation from service. For more information, see section 2 of Pub. 15-B and the General Instructions for Forms W-2 and W-3.

Timing. Compensation is considered paid when it is actually paid or when it is constructively paid. It is constructively paid when it is set apart for the employee, or credited to an account the employee can control, without any substantial limit or condition on how and when the payment is to be made.

Any compensation paid during the current year that was earned in a prior year is taxable at the current year's tax rates; you must include the compensation with the current year's compensation on Form CT-1, lines 1–12, as appropriate. An exception applies to nonqualified deferred compensation that was subject to Tier 1 and Tier 2 tax in a prior year. See the rules for nonqualified deferred compensation plans in section 5 of Pub. 15-A.

Exceptions. Compensation doesn't include the following.

- Certain benefits provided to or on behalf of an employee if at the time the benefits are provided it is reasonable to believe the employee can exclude such benefits from income. For information on what benefits are excludable, see Pub. 15-B. Examples of this type of benefit include:

1. Certain employee achievement awards under section 74(c),
2. Certain scholarship and fellowship grants under section 117,
3. Certain fringe benefits under section 132, and
4. Employer payments to an Archer MSA under section 220 or health savings accounts (HSAs) under section 223.

- Stock or stock options.
- Payments made specifically for traveling or other bona fide and necessary expenses that meet the rules in the regulations under section 62.
- Payments for services performed by a nonresident alien temporarily present in the United States as a nonimmigrant under subparagraphs (F), (J), (M), or (Q) of the Immigration and Nationality Act.
- Compensation under \$25 earned in any month by an employee in the service of a local lodge or division of a railway-labor-organization employer.

Exceptions for sickness or accident disability payments. For purposes of employee and employer **Tier 1** taxes, compensation doesn't include sickness or accident disability payments made to or on behalf of an employee or dependents:

- Under a workers' compensation law,
- Under section 2(a) of the Railroad Unemployment Insurance Act for days of sickness due to an on-the-job injury,
- Under the Railroad Retirement Act, or
- More than 6 months after the calendar month the employee last worked.

For purposes of **Tier 2** taxes, compensation doesn't include payments made to or on behalf of an employee or dependents under a sickness or accident disability plan or a medical or hospitalization plan in connection with sickness or accident disability.

Employer and Employee Taxes

Tax Rates and Compensation Bases

Tax Rates	Compensation Paid in 2023
Tier 1	
Employer and Employee: Each pay 6.2% of first	\$160,200
Tier 1 Medicare	
Employer and Employee: Each pay 1.45% of	All
Tier 1 Employee Additional Medicare Tax withholding	
Employee: Pays 0.9% on compensation exceeding	\$200,000
Tier 2	
Employer: Pays 13.1% of first	\$118,800
Employee: Pays 4.9% of first	\$118,800

Employer Taxes

Employers must pay both Tier 1 and Tier 2 taxes, except for the Tier 1 Employer tax (line 1) on qualified sick and family leave compensation for leave taken after March 31, 2020, and before April 1, 2021, and the Tier 1 Employee Additional Medicare Tax. Tier 1 tax is divided into two parts. The amount of compensation subject to each tax is different. See the table above for the 2023 tax rates and compensation bases.

Concurrent employment. If two or more related corporations that are rail employers employ the same individual at the same time and pay that individual through a common paymaster that is one of the corporations, the corporations are considered a single employer. They have to pay, in total, no more in railroad retirement taxes than a single employer would. See Regulations section 31.3121(s)-1 for more information.

Successor employers. Successor employers should see section 3231(e)(2)(C) and Pub. 15 to see if they can use the predecessor's compensation paid against the maximum compensation bases.

Employee Taxes

You must withhold the employee's part of Tier 1 and Tier 2 taxes. See the table under [Employer and Employee Taxes](#), earlier, for the tax rates and compensation bases. See [Tips](#), later, for information on the employee tax on tips.

Withholding or payment of employee tax by employer. You must collect the employee railroad retirement tax from each employee by withholding it from employee compensation. If you don't withhold the employee tax, you must still pay the tax. If you withhold too much or too little tax because you can't determine the correct amount, correct the amount withheld by an adjustment, credit, or refund according to the applicable regulations.

If you pay the railroad retirement tax for your employee rather than withholding it, the amount of the employee's compensation is increased by the amount of that tax. See Rev. Proc. 83-43, 1983-1 C.B. 778, for information on how to figure and report the proper amounts.

Tips. Your employee must report cash tips to you by the 10th day of the month following the month the tips are received. The report should include charged tips you paid over to the employee for charge customers, tips the employee received directly from customers, and tips received from other employees under any tip-sharing arrangement. Both directly and indirectly tipped employees must report tips to you. Cash tips must be reported for every month, unless the cash tips for the month are less than \$20. Stop collecting the Tier 1 Employee tax when the employee's compensation and tips for tax year 2023 reach \$160,200. Collect the Tier 1 Employee Medicare tax for the whole year on all compensation and tips. Collect the Tier 1 Employee Additional Medicare Tax withholding on compensation and tips that exceed \$200,000 for the calendar year.

An employee must furnish you with a written (or electronic) statement of cash tips, signed by the employee, showing (a) their name, address, and social security number; (b) your name and address; (c) the month or period for which the statement is furnished; and (d) the total amount of cash tips. Pub. 1244, Employee's Daily Record of Tips and Report to Employer, a booklet for daily entry of tips and forms to report tips to employers, is available at [IRS.gov/Forms](https://www.irs.gov/forms).

Tips are considered to be paid at the time the employee reports them to you. You must collect both employee railroad retirement tax and federal income tax on cash tips reported to you from the employee's compensation (after withholding employee railroad retirement and federal income tax related to the nontip compensation) or from other funds the employee makes available. Apply the compensation or other funds first to the railroad retirement tax and then to federal income tax. You don't have to pay employer railroad retirement taxes on tips.

If, by the 10th of the month after the month you received an employee's tip income report, you don't have enough employee funds available to withhold the employee tax, you may report the excess amount without withholding the related tax. Include the tips your employees report to you on lines 4, 5, 6, and 7, even if you were unable to withhold the employee's share of tax. Then report the uncollected Tier 1 Employee tax, Tier 1 Employee Medicare tax, Tier 1 Employee Additional Medicare Tax withholding, and Tier 2 Employee tax on tips on line 14. See section 6 of Pub. 15.

Depositing Taxes

For Tier 1 and Tier 2 taxes, you're either a monthly schedule depositor or a semiweekly schedule depositor. However, see the [\\$2,500 Rule](#) and the [\\$100,000 Next-Day Deposit Rule](#) under [Exceptions to the Deposit Rules](#), later. The terms "monthly schedule depositor" and "semiweekly schedule depositor" identify which set of rules you must follow when a tax liability arises (for example, when you have a payday). They don't refer to how often your business pays its employees or to how often you're required to make deposits.

If you were a monthly schedule depositor for the entire year, complete the *Monthly Summary of Railroad Retirement Tax Liability* in Part II of Form CT-1. If you were a semiweekly schedule depositor during any part of the year or you accumulated \$100,000 or more on any day during a deposit period, you must complete Form 945-A, Annual Record of Federal Tax Liability.

Lookback Period

Before each year begins, you must determine the deposit schedule to follow for depositing Tier 1 and Tier 2 taxes for a

calendar year. This is determined from the total taxes reported on your Form CT-1 for the calendar year lookback period. The lookback period is the second calendar year preceding the current calendar year. For example, the lookback period for calendar year 2024 is calendar year 2022.

Use the table below to determine which deposit schedule to follow for 2024.

IF you reported taxes (Form CT-1, line 19) for the lookback period (2022) of...	THEN for 2024 you're a...
\$50,000 or less	Monthly schedule depositor
More than \$50,000	Semiweekly schedule depositor

Example. Rose Co. reported Form CT-1 taxes as follows.

- 2022 Form CT-1, line 19—\$49,000.
- 2023 Form CT-1, line 19—\$52,000.

Rose Co. is a monthly schedule depositor for 2024 because its Form CT-1 taxes for its lookback period (calendar year 2022) weren't more than \$50,000. However, for 2025, Rose Co. is a semiweekly schedule depositor because the total taxes exceeded \$50,000 for its lookback period (calendar year 2023).

New employer. If you're a new employer, your taxes for both years of the lookback period are considered to be zero. Therefore, you're a monthly schedule depositor for the first and second years of your business. However, see [\\$100,000 Next-Day Deposit Rule](#), later.

Adjustments and the lookback rule. To determine the amount of taxes paid for the lookback period, use only the Form CT-1 taxes reported on your original return. Adjustments to a return for a prior period aren't taken into account in determining the taxes for that prior period.

Example. Maple Co. originally reported Form CT-1 taxes of \$45,000 for the lookback period (2022). Maple Co. discovered in March 2024 that the tax during the lookback period (2022) was understated by \$10,000 and will correct this error with an adjustment on Form CT-1 X filed for 2022.

Maple Co. is a monthly schedule depositor for 2024 because the lookback period Form CT-1 taxes are based on the amount originally reported (\$45,000), which wasn't more than \$50,000. For purposes of the lookback rule, the \$10,000 adjustment doesn't affect either 2022 taxes or 2024 taxes. See Treasury Decision 9405, available at [IRS.gov/irb/2008-32 IRB#TD-9405](#).

When To Deposit

Monthly Schedule Depositor

If you're a monthly schedule depositor, deposit employer and employee Tier 1 and Tier 2 taxes accumulated during a calendar month by the 15th day of the following month.

Example. Spruce Co. is a monthly schedule depositor with seasonal employees. Spruce Co. paid compensation each Friday during January but didn't pay any compensation during February. Under the monthly schedule deposit rule, Spruce Co. must deposit the combined taxes for the January paydays by February 15. Spruce Co. doesn't have a deposit requirement for February (due by March 15) because no compensation was paid and, therefore, Spruce Co. doesn't have a tax liability for the month.

Semiweekly Schedule Depositor

If you're a semiweekly schedule depositor, use the table below to determine when to make deposits.

Deposit Tier 1 and Tier 2 taxes for payments made on...	No later than...
Wednesday, Thursday, and/or Friday	The following Wednesday
Saturday, Sunday, Monday, and/or Tuesday	The following Friday

Example. Green, Inc., a semiweekly schedule depositor, pays compensation on the last Friday of each month. Although Green, Inc., is a semiweekly schedule depositor, Green, Inc., will deposit just once a month because Green, Inc., pays compensation only once a month. The deposit, however, will be made under the semiweekly deposit schedule as follows: Green, Inc.'s taxes for the April 26, 2024 (Friday), payday must be deposited by May 1, 2024 (Wednesday). Under the semiweekly deposit rule, taxes arising on Wednesday through Friday must be deposited by the following Wednesday.



The last day of the calendar year ends the semiweekly deposit period and begins a new one.

Deposits Due on Business Days Only

If a deposit is required to be made on a day that isn't a business day, the deposit is considered to have been made timely if it is made by the close of the next business day. A business day is any day other than a Saturday, Sunday, or legal holiday. For example, if a deposit is due on a Friday and Friday is a legal holiday, the deposit will be considered timely if it is made by the following Monday (if that Monday is a business day). The term "legal holiday" for deposit purposes includes only those legal holidays in the District of Columbia. For a list of legal holidays, see section 11 of Pub. 15.

Semiweekly schedule depositors will always have at least 3 business days following the close of the semiweekly period to make a deposit. If any of the 3 weekdays after the end of a semiweekly period is a legal holiday, you have 1 additional day to deposit. For example, if you have Form CT-1 taxes accumulated for payments made on Friday and the following Monday is a legal holiday, the deposit normally due on Wednesday may be made on Thursday (allowing 3 business days to make the deposit).

Exceptions to the Deposit Rules

The two exceptions that apply to the deposit rules are the:

- \$2,500 Rule, and
- \$100,000 Next-Day Deposit Rule.

\$2,500 Rule. If your total Form CT-1 taxes after adjustments and nonrefundable credits (line 19) for the year are less than \$2,500 and the taxes are fully paid with a timely filed Form CT-1, no deposits are required. However, if you're unsure that you will accumulate less than \$2,500, deposit under the appropriate deposit rules so that you won't be subject to deposit penalties.

\$100,000 Next-Day Deposit Rule. If you accumulate undeposited taxes of \$100,000 or more on any day during a deposit period, you must deposit the taxes by the next business day regardless of whether you're a monthly or semiweekly schedule depositor. If you're a monthly schedule depositor and accumulate a \$100,000 tax liability on any day during the deposit period, you become a semiweekly schedule depositor on the next day and remain so for at least the rest of the calendar year and for the following calendar year. The \$100,000 tax liability threshold requiring a next-day deposit is determined before you consider any reduction of your liability for nonrefundable credits. For more information, including an example, see frequently asked question 17 at [IRS.gov/ETD](https://www.irs.gov/ETD).

If you're a monthly schedule depositor and you accumulate \$100,000 or more on any day during the month, you become a semiweekly schedule depositor on the next day for the remainder of the calendar year and for the following year.

Once a semiweekly schedule depositor accumulates \$100,000 or more in a deposit period, it must stop accumulating at the end of that day and begin to accumulate anew on the next day. The following examples explain this rule.

Example of \$100,000 Next-Day Deposit Rule.

Fir Co. is a semiweekly schedule depositor. On Monday, Fir Co. accumulates taxes of \$110,000 and must deposit this amount by Tuesday, the next business day. On Tuesday, Fir Co. accumulates additional taxes of \$30,000. Because the \$30,000 isn't added to the previous \$110,000, Fir Co. must deposit the \$30,000 by Friday using the semiweekly deposit schedule.

Example of \$100,000 Next-Day Deposit Rule during the first year of business. Elm, Inc., started its business on Monday, May 6, 2024. Because this was the first year of its business, its Form CT-1 taxes for its lookback period (2022) are considered to be zero, and Elm, Inc., is a monthly schedule depositor. On Wednesday, May 8, it paid compensation for the first time and accumulated taxes of \$40,000. On Friday, May 10, it paid compensation and accumulated taxes of \$60,000, bringing its total accumulated (undeposited) taxes to \$100,000. Because Elm, Inc., accumulated \$100,000 or more on May 10 (Friday), Elm, Inc., must deposit the \$100,000 by May 13 (Monday), the next business day. Elm, Inc., became a semiweekly schedule depositor on May 11. Elm, Inc., will be a semiweekly schedule depositor for the rest of 2024 and for 2025.

Example of when \$100,000 Next-Day Deposit Rule doesn't apply. Oak Co., a semiweekly schedule depositor, accumulated taxes of \$95,000 on a Tuesday (of a Saturday-through-Tuesday deposit period) and accumulated \$10,000 on Wednesday (of a Wednesday-through-Friday deposit period). Because the \$10,000 was accumulated in a deposit period different from the one in which the \$95,000 was accumulated, the \$100,000 Next-Day Deposit Rule doesn't apply. Thus, Oak Co. must deposit \$95,000 by Friday and \$10,000 by the following Wednesday.

Reducing your deposits for the credit for qualified sick and family leave compensation. Employers eligible to claim the credit for qualified sick and family leave compensation paid in 2023 for leave taken after March 31, 2020, and before October 1, 2021, can reduce their deposits by the amount of their anticipated credit. Employers won't be subject to a failure-to-deposit (FTD) penalty for reducing their deposits if certain conditions are met. See the instructions for

[line 16](#) and [line 17b](#), later, for more information on this credit. For more information on reducing deposits, see Notice 2020-22, 2020-17 I.R.B. 664, available at [IRS.gov/irb/2020-17_IRB#NOT-2020-22](https://www.irs.gov/irb/2020-17_IRB#NOT-2020-22) and [Notice 2021-24](#). See the instructions for [Part II](#), later, for instructions on how to adjust your tax liabilities reported on Part II or Form 945-A for nonrefundable credits.

Electronic Deposit Requirement

You must use EFT to make all federal tax deposits. Generally, an EFT is made using EFTPS. To get more information about EFTPS or to enroll in EFTPS, go to [EFTPS.gov](https://www.eftps.gov) or call 800-555-4477. To contact EFTPS using TRS for people who are deaf, hard of hearing, or have a speech disability, dial 711 and then provide the TRS assistant the 800-555-4477 number above or 800-733-4829. Additional information about EFTPS is also available in Pub. 966.



For an EFTPS deposit to be on time, you must submit the deposit by 8 p.m. Eastern time the day before the date the deposit is due.

Same-day wire payment option. If you fail to submit a deposit transaction on EFTPS by 8 p.m. Eastern time the day before the date a deposit is due, you can still make your deposit on time by using the Federal Tax Collection Service (FTCS) to make a same-day wire payment. To use the same-day wire payment method, you will need to make arrangements with your financial institution ahead of time. Please check with your financial institution regarding availability, deadlines, and costs. Your financial institution may charge you a fee for payments made this way. To learn more about the information you will need to give your financial institution to make a same-day wire payment, go to [IRS.gov/SameDayWire](https://www.irs.gov/SameDayWire).

Accuracy of Deposits Rule. You're required to deposit 100% of your railroad retirement taxes on or before the deposit due date. However, penalties won't be applied for depositing less than 100% if both of the following conditions are met.

1. Any deposit shortfall doesn't exceed the greater of \$100 or 2% of the amount of taxes otherwise required to be deposited.
2. The deposit shortfall is paid or deposited by the shortfall makeup date for each type of depositor as described below.
 - **Monthly schedule depositor.** Deposit the shortfall or pay it with your return by the due date of Form CT-1. You may pay the shortfall with Form CT-1 even if the amount is \$2,500 or more.
 - **Semiweekly schedule depositor.** Deposit the shortfall by the earlier of the first Wednesday or Friday on or after the 15th of the month following the month in which the shortfall occurred. For example, if a semiweekly schedule depositor has a deposit shortfall during February 2024, the shortfall makeup date is March 15, 2024 (Friday).

Penalties and Interest

The law provides penalties for failure to file a return, late filing of a return, late payment of taxes, failure to make deposits, and late deposits unless filing and/or paying late is due to reasonable cause and not due to willful neglect. Interest is charged on taxes paid late at the rate set by law. For more information, see Pub. 15. Deposit or pay your taxes when they are due, unless you meet the requirements discussed in [Notice 2020-22](#) and [Notice 2021-24](#).

If you receive a notice about a penalty after you file this return, reply to the notice with an explanation and we will determine if you meet reasonable cause criteria. Don't attach an explanation when you file your return.

Use Form 843 to request abatement of assessed penalties or interest. Don't request abatement of assessed penalties or interest on Form CT-1 or Form CT-1 X.

Order in which deposits are applied. Generally, tax deposits are applied first to the most recent tax liability within the specified tax period to which the deposit relates. If you receive an FTD penalty notice, you may designate how your payment is to be applied in order to minimize the amount of the penalty. You must respond within 90 days of the date of the notice. Follow the instructions on the notice you received. See Rev. Proc. 2001-58 for more information. You can find Rev. Proc. 2001-58 on page 579 of Internal Revenue Bulletin 2001-50 at [IRS.gov/pub/irs-irbs/irb01-50.pdf](https://www.irs.gov/pub/irs-irbs/irb01-50.pdf).

Trust fund recovery penalty. If taxes that must be withheld (that is, trust fund taxes) aren't withheld or aren't deposited or paid to the United States Treasury, the trust fund recovery penalty may apply. The penalty is 100% of the unpaid trust fund tax. If these unpaid taxes can't be immediately collected from the employer or business, the trust fund recovery penalty may be imposed on all persons who are determined by the IRS to be responsible for collecting, accounting for, or paying over these taxes, and who acted willfully in not doing so. For more information, see *Trust Fund Recovery Penalty* in section 11 of Pub. 15. The trust fund recovery penalty won't apply to any amount of trust fund taxes an employer holds back in anticipation of any credits they are entitled to.

Specific Instructions

Final Return

If you stop paying taxable compensation and won't have to file Form CT-1 in the future, you must file a final return and check the final return box at the top of Form CT-1 under "2023." The final return should be accompanied by a statement providing the last date on which you paid compensation that you reported on Form CT-1, the address at which the records for your Forms CT-1 will be kept, and the name of the person keeping the records. If the business has been transferred to another person, the statement should include the name and address of the transferee and the date of the transfer. If the business wasn't transferred or the transferee isn't known, the statement should so state.



Processing of your return may be delayed if you don't provide the required amounts in the Compensation and Tax columns.

Line 1—Tier 1 Employer Tax

Enter the compensation (other than tips and sick pay), including qualified sick leave compensation and qualified family leave compensation paid in 2023 for leave taken after March 31, 2021, and before October 1, 2021, subject to Tier 1 Employer tax in the *Compensation* column. Don't include qualified sick leave compensation paid in 2023 or qualified family leave compensation paid in 2023 for leave taken after March 31, 2020, and before April 1, 2021. Multiply by 6.2% and enter the result in the *Tax* column. The total amount listed in the *Compensation* column for lines 1 and 8 combined may not be more than \$160,200 per employee.

Qualified Sick Leave Compensation and Qualified Family Leave Compensation

Qualified sick leave compensation. For purposes of the credit for qualified sick and family leave compensation, qualified sick leave compensation is compensation (determined without regard to the exclusions under section 3231(e)(1)) paid under the Emergency Paid Sick Leave Act (EPSLA) or the Emergency Family and Medical Leave Expansion Act (Expanded FMLA) as enacted under the FFCRA and amended for purposes of the ARP. See the instructions for [line 16](#) for information about the credit for qualified sick and family leave compensation paid in 2023 for leave taken after March 31, 2020, and before April 1, 2021, and the instructions for [line 17b](#) for information about the credit for qualified sick and family leave compensation paid in 2023 for leave taken after March 31, 2021, and before October 1, 2021.



Although qualified sick leave compensation and qualified family leave compensation are defined as compensation determined without regard to the exclusions under section 3231(e)(1) for purposes of the credit for qualified sick and family leave compensation, don't include any compensation otherwise excluded under section 3231(e)(1) when reporting qualified sick leave compensation and qualified family leave compensation on lines 1, 2, 3, 4, 5, 6, and 7.

EPSLA. Employers with fewer than 500 employees and, for leave taken after March 31, 2021, and before October 1, 2021, certain governmental employers without regard to number of employees (except for the federal government and its agencies and instrumentalities unless described in section 501(c)(1)) are entitled to a credit if they provide paid sick leave to employees that otherwise meets the requirements of the EPSLA. Under the EPSLA, as amended for purposes of the ARP, compensation is qualified sick leave compensation if paid to employees that are unable to work or telework before October 1, 2021, because the employee:

1. Is subject to a federal, state, or local quarantine or isolation order related to COVID-19;
2. Has been advised by a health care provider to self-quarantine due to concerns related to COVID-19;
3. Is experiencing symptoms of COVID-19 and seeking a medical diagnosis; or, for leave taken after March 31, 2021, and before October 1, 2021, is seeking or awaiting the results of a diagnostic test for, or a medical diagnosis of, COVID-19 (and the employee has been exposed to COVID-19 or the employee's employer has requested such test or diagnosis), or the employee is obtaining immunizations related to COVID-19 or recovering from an injury, disability, illness, or condition related to such immunization;
4. Is caring for an individual subject to an order described in (1) or who has been advised as described in (2);
5. Is caring for son or daughter because the school or place of care for that child has been closed, or the childcare provider for that child is unavailable, due to COVID-19 precautions; or
6. Is experiencing any other substantially similar condition specified by the U.S. Department of Health and Human Services, which for leave taken after March 31, 2021, and before October 1, 2021, includes to accompany an individual to obtain immunization related to COVID-19, or to care for an individual who is recovering from any injury, disability, illness, or condition related to the immunization.

Son or daughter. A son or daughter must generally have been under 18 years of age or incapable of self-care because of a mental or physical disability. A son or daughter includes a biological child, adopted child, stepchild, foster child, legal ward, or child for whom the employee assumes parental status and carries out the obligations of a parent.

Limits on qualified sick leave compensation. The EPSLA, as amended for purposes of the ARP, provides different limitations for different circumstances under which qualified sick leave compensation is paid. For paid sick leave qualifying under (1), (2), or (3) above, the amount of qualified sick leave compensation is determined at the employee's regular rate of pay, but the compensation may not exceed \$511 for any day (or portion of a day) for which the individual is paid sick leave. For paid sick leave qualifying under (4), (5), or (6) above, the amount of qualified sick leave compensation is determined at two-thirds the employee's regular rate of pay, but the compensation may not exceed \$200 for any day (or portion of a day) for which the individual is paid sick leave. The EPSLA also limits each individual to a maximum of up to 80 hours of paid sick leave in total for leave taken after March 31, 2020, and before April 1, 2021. The ARP resets this limit at 80 hours of paid sick leave for leave taken after March 31, 2021, and before October 1, 2021. Therefore, for leave taken after March 31, 2020, and before April 1, 2021, the maximum amount of paid sick leave compensation can't exceed \$5,110 for an employee for leave under (1), (2), or (3), and it can't exceed \$2,000 for an employee for leave under (4), (5), or (6). These maximum amounts also reset and apply to leave taken after March 31, 2021, and before October 1, 2021.

For more information about qualified sick leave compensation, go to [IRS.gov/PLC](https://www.irs.gov/PLC).

Qualified family leave compensation. For purposes of the credit for qualified sick and family leave compensation, qualified family leave compensation is compensation (determined without regard to the exclusions under section 3231(e)(1)) paid under the Expanded FMLA as enacted under the FFCRA and amended for purposes of the ARP. However, some compensation eligible for the credit should not be reported as taxable compensation on lines 1, 2, 3, 4, 5, 6, and 7. See the [Caution](#), earlier, for more information. See the instructions for [line 16](#) for information about the credit for qualified sick and family leave compensation paid in 2023 for leave taken after March 31, 2020, and before April 1, 2021, and the instructions for [line 17b](#) for information about the credit for qualified sick and family leave compensation paid in 2023 for leave taken after March 31, 2021, and before October 1, 2021.

Expanded FMLA. Employers with fewer than 500 employees and, for leave taken after March 31, 2021, and before October 1, 2021, certain governmental employers without regard to number of employees (except for the federal government and its agencies and instrumentalities unless described in section 501(c)(1)) are entitled to a credit under the FFCRA, as amended for purposes of the ARP, if they provide paid family leave to employees that otherwise meets the requirements of the Expanded FMLA. For leave taken after March 31, 2020, and before April 1, 2021, compensation is qualified family leave compensation if paid to an employee who has been employed for at least 30 calendar days when an employee is unable to work due to the need to care for a son or daughter under 18 years of age or incapable of self-care because of a mental or physical disability because the school or place of care for that child has been closed, or the childcare provider for that child is

unavailable, due to a public health emergency. See [Son or daughter](#), earlier, for more information. For leave taken after March 31, 2021, and before October 1, 2021, the leave can be granted for any other reason provided by the EPSLA, as amended for purposes of the ARP.

For leave taken after March 31, 2020, and before April 1, 2021, the first 10 days for which an employee takes leave may be unpaid. During this period, employees may use other forms of paid leave, such as qualified sick leave, accrued sick leave, annual leave, or other paid time off. After an employee takes leave for 10 days, the employer provides the employee paid leave (that is, qualified family leave compensation) for up to 10 weeks. For leave taken after March 31, 2021, and before October 1, 2021, the 10-day rule discussed above doesn't apply and the paid leave can be provided for up to 12 weeks.

Rate of pay and limit on compensation. The rate of pay must be at least two-thirds of the employee's regular rate of pay (as determined under the Fair Labor Standards Act of 1938), multiplied by the number of hours the employee would have otherwise been scheduled to work. For leave taken after March 31, 2020, and before April 1, 2021, the qualified family leave compensation can't exceed \$200 per day or \$10,000 in the aggregate per employee. For leave taken after March 31, 2021, and before October 1, 2021, the limit resets and the total qualified family leave compensation can't exceed \$200 per day or \$12,000 in the aggregate per employee.

For more information about qualified family leave compensation, go to [IRS.gov/PLC](https://www.irs.gov/PLC).

Line 2—Tier 1 Employer Medicare Tax

Enter the compensation (other than tips and sick pay), including qualified sick leave compensation paid in 2023 and qualified family leave compensation paid in 2023, subject to Tier 1 Employer Medicare tax in the *Compensation* column. Multiply by 1.45% and enter the result in the *Tax* column.

Line 3—Tier 2 Employer Tax

Enter the compensation (other than tips), including qualified sick leave compensation paid in 2023 and qualified family leave compensation paid in 2023, subject to Tier 2 Employer tax in the *Compensation* column. Don't enter more than \$118,800 per employee. Multiply by 13.1% and enter the result in the *Tax* column.

Line 4—Tier 1 Employee Tax

Enter the compensation, including tips reported (but excluding sick pay), qualified sick leave compensation paid in 2023, and qualified family leave compensation paid in 2023, subject to Tier 1 Employee tax in the *Compensation* column. Multiply by 6.2% and enter the result in the *Tax* column. The total amount listed in the *Compensation* column for lines 4 and 10 combined may not be more than \$160,200 per employee.

Stop collecting the 6.2% Tier 1 **Employee** tax when the employee's compensation (including sick pay), tips, qualified sick leave compensation paid in 2023, and qualified family leave compensation paid in 2023, reach the maximum for the year (\$160,200 for 2023). However, your liability for Tier 1 **Employer** tax on compensation continues until the compensation paid in 2023 (including sick pay), but **not including tips**, totals \$160,200 for the year.

Line 5—Tier 1 Employee Medicare Tax

Enter the compensation, including tips reported (but excluding sick pay), qualified sick leave compensation paid in 2023, and qualified family leave compensation paid in 2023, subject to Tier 1 Employee Medicare tax in the *Compensation* column. Multiply by 1.45% and enter the result in the *Tax* column. For information on reporting tips, see [Tips](#), earlier.

Line 6—Tier 1 Employee Additional Medicare Tax Withholding

Enter the compensation, including tips reported (but excluding sick pay), qualified sick leave compensation paid in 2023, and qualified family leave compensation paid in 2023, that is subject to Tier 1 Employee Additional Medicare Tax withholding. You're required to begin withholding Tier 1 Employee Additional Medicare Tax in the pay period in which you pay compensation in excess of \$200,000 to an employee and continue to withhold it each pay period until the end of the calendar year. Tier 1 Employee Additional Medicare Tax is only imposed on the employee. There is no employer share of Tier 1 Additional Medicare Tax. All compensation (including sick pay) that is subject to Tier 1 Medicare tax is subject to Tier 1 Employee Additional Medicare Tax if paid in excess of the \$200,000 withholding threshold.

Go to [IRS.gov/ADMTfaqs](https://www.irs.gov/ADMTfaqs) for more information on Tier 1 Employee Additional Medicare Tax.

Line 7—Tier 2 Employee Tax

Enter the compensation, including tips reported, qualified sick leave compensation paid in 2023, and qualified family leave compensation paid in 2023, subject to Tier 2 Employee tax in the *Compensation* column. Only the first \$118,800 of the employee's compensation (including tips, qualified sick leave compensation paid in 2023, and qualified family leave compensation paid in 2023) is subject to this tax. Multiply by 4.9% and enter the result in the *Tax* column. For information on reporting tips, see [Tips](#), earlier.



Any compensation paid during the current year that was earned in prior years (reported to the Railroad Retirement Board on Form BA-4, Report of Creditable Compensation Adjustments) is taxable at the current year tax rates, unless special timing rules for nonqualified deferred compensation apply. See Pub. 15-A. Include such compensation with current year compensation on lines 1–7, as appropriate.

Lines 8–12—Tier 1 Taxes on Sick Pay



Don't include qualified sick leave compensation paid in 2023 or qualified family leave compensation paid in 2023 on lines 8 through 12.

Enter any sick pay payments during the year that are subject to Tier 1 taxes, Tier 1 Medicare taxes, and Tier 1 Employee Additional Medicare Tax withholding in the *Compensation* column. Multiply by the rate for the line and enter the result in the *Tax* column for that line. For Tier 1 Employer taxes, the total amount listed in the *Compensation* column for lines 1 and 8 combined may not be more than \$160,200 per employee. For Tier 1 Employee taxes, the total amount listed in the *Compensation* column for lines 4 and 10 combined may not be more than \$160,200 per employee. Tier 1 Medicare taxes aren't subject to a dollar limitation.

All compensation (including sick pay) that is subject to Tier 1 Medicare tax is subject to Tier 1 Employee Additional Medicare Tax if paid in excess of the \$200,000 withholding threshold.

If you're a railroad employer paying your employees sick pay, or a third-party payer who didn't notify the employer of the payments (thereby subject to the employee and employer tax), make entries on lines 8–12. If you're subject to only the employer or employee tax, complete only the applicable lines. Multiply by the appropriate rates and enter the results in the *Tax* column.

Line 13—Total Tax Based on Compensation

Add lines 1 through 12 and enter the result on line 13.

Line 14—Adjustments to Taxes Based on Compensation

Don't use line 14 for prior period adjustments. Make all prior period adjustments on Form CT-1 X.



Enter on line 14:

- A fractions-of-cents adjustment (see [Adjustment for fractions of cents](#), later);
- Credits for overpayments of penalty or interest paid on tax for earlier years; and
- Any uncollected Tier 1 Employee tax, Tier 1 Employee Medicare tax, Tier 1 Employee Additional Medicare Tax, and Tier 2 Employee tax on tips.

Enter the total of these adjustments in the *Tax* column. If you're reporting both an addition and a subtraction, enter only the difference between the two on line 14. If the net adjustment is negative, report the amount on line 14 using a minus sign, if possible. If your computer software doesn't allow the use of minus signs, you may use parentheses.

Don't include on line 14 any 2022 overpayment that is applied to this year's return (this is included on line 20).

Required statement. Except for adjustments for fractions of cents, explain amounts entered on line 14 in a separate statement. Include your name, EIN, calendar year of the return, and "Form CT-1" on each page you attach. Include in the statement the following information.

- An explanation of the item the adjustment is intended to correct showing the compensation subject to Tier 1 and Tier 2 taxes and their respective tax rates.
- The amount of the adjustment.
- The name and account number of any employee from whom employee tax was undercollected or overcollected.
- How you and the employee have settled any undercollection or overcollection of employee tax.

Adjustment for fractions of cents. If there is a small difference between the total employee tax (lines 4–7 and 10–12) and the total actually withheld from employee compensation including tips, it may be caused by rounding to the nearest cent each time you figured payroll. The difference, positive or negative, is your fractions-of-cents adjustment to be reported on line 14. If the actual amount withheld is less, report a negative adjustment in the entry space. If the actual amount is more, report a positive adjustment.



If this is the only entry on line 14, you're not required to attach a statement explaining the adjustment.

Line 15—Total Taxes After Adjustments

Combine the amounts shown on lines 13 and 14 and enter the result on line 15.



Form CT-1 and these instructions use the terms "nonrefundable" and "refundable" when discussing credits. The term "nonrefundable" means the portion of the credit which is limited by law to the amount of certain taxes. The term "refundable" means the portion of the credit which is in excess of those taxes.

Line 16—Nonrefundable Portion of Credit for Qualified Sick and Family Leave Compensation for Leave Taken After March 31, 2020, and Before April 1, 2021



Complete line 16 **only** if qualified sick leave compensation and/or qualified family leave compensation was paid in 2023 for leave taken after March 31, 2020, and before April 1, 2021.

Certain private employers with fewer than 500 employees that provide paid sick leave under the [EPSLA](#) and/or provide paid family leave under the [Expanded FMLA](#) are eligible to claim the credit for qualified sick and family leave compensation for leave taken after March 31, 2020, and before April 1, 2021. For purposes of this credit, qualified sick leave compensation and qualified family leave compensation are compensation (determined without regard to the exclusions under section 3231(e)(1)) paid under the EPSLA and Expanded FMLA. Enter the nonrefundable portion of the credit for qualified sick and family leave compensation from [Worksheet 1](#), Step 2, line 2j. The credit for qualified sick and family leave compensation consists of the qualified sick leave compensation, the qualified family leave compensation, the [qualified health plan expenses](#) allocable to that compensation, and the Tier 1 Employer Medicare tax allocable to that compensation. The nonrefundable portion of the credit is limited to the Tier 1 Employer tax (line 1) and Tier 1 Employer tax—Sick Pay (line 8).

Any credit in excess of the remaining amount of the Tier 1 Employer tax (line 1) and Tier 1 Employer tax—Sick Pay (line 8) is refundable and reported on Form CT-1, line 23. For more information on the credit for qualified sick and family leave compensation, go to [IRS.gov/PLC](#).

Qualified health plan expenses allocable to qualified sick and family leave compensation. The credit for qualified sick leave compensation and qualified family leave compensation is increased to cover the qualified health plan expenses that are properly allocable to the qualified leave compensation for which the credit is allowed. These qualified health plan expenses are amounts paid or incurred by the employer to provide and maintain a group health plan but only to the extent such amounts are excluded from the employees' income as coverage under an accident or health plan. The amount of qualified health plan expenses generally includes both the portion of the cost paid by the employer and the portion of the cost paid by the employee with pre-tax

salary reduction contributions. However, the qualified health plan expenses shouldn't include amounts that the employee paid for with after-tax contributions. For more information, go to [IRS.gov/PLC](#).



You must include the full amount (both the nonrefundable and refundable portions) of the credit for qualified sick and family leave compensation in your gross income for the tax year that includes the last day of any calendar quarter in which a credit is allowed.

Line 17b—Nonrefundable Portion of Credit for Qualified Sick and Family Leave Compensation for Leave Taken After March 31, 2021, and Before October 1, 2021



Complete line 17b **only** if qualified sick leave compensation and/or qualified family leave compensation was paid in 2023 for leave taken after March 31, 2021, and before October 1, 2021.

Employers with fewer than 500 employees and certain governmental employers without regard to number of employees (except for the federal government and its agencies and instrumentalities unless described in section 501(c)(1)) are entitled to a credit if they provide paid sick leave to employees that otherwise meets the requirements of the [EPSLA](#), as amended for purposes of the ARP, and/or provide paid family leave to employees that otherwise meets the requirements under the [Expanded FMLA](#), as amended for purposes of the ARP, for qualified sick and family leave compensation for leave taken after March 31, 2021, and before October 1, 2021. For purposes of this credit, qualified sick leave compensation and qualified family leave compensation are compensation determined without regard to the exclusions from the definition of compensation under section 3231(e)(1), that an employer pays that otherwise meet the requirements of the EPSLA or Expanded FMLA, as enacted under the FFCRA and amended for purposes of the ARP. Enter the nonrefundable portion of the credit for qualified sick and family leave compensation from [Worksheet 2](#), Step 2, line 2p.

The credit for qualified sick and family leave compensation consists of the:

- Qualified sick leave compensation and/or qualified family leave compensation;
- [Qualified health plan expenses allocable to qualified sick and family leave compensation](#);
- [Collectively bargained defined benefit pension plan contributions](#), subject to the qualified leave compensation limitations, allocable to the qualified sick and family leave compensation;
- [Collectively bargained apprenticeship program contributions](#), subject to the qualified leave compensation limitations, allocable to the qualified sick and family leave compensation; and
- Tier 1 Employer tax and Tier 1 Employer Medicare tax allocable to the qualified sick and family leave compensation.

The nonrefundable portion of the credit is limited to the Tier 1 Employer Medicare tax (line 2) and Tier 1 Employer Medicare tax—Sick pay (line 9). You can't claim the credit for leave taken after March 31, 2021, and before October 1, 2021, if you made qualified sick or family leave compensation

available in a manner that discriminates in favor of highly compensated employees, full-time employees, or employees on the basis of employment tenure. See [Highly compensated employee](#), later, for the definition.

For leave taken after March 31, 2021, and before October 1, 2021, the credit for qualified sick and family leave compensation is reduced by the amount of the credit allowed under section 41 (for the credit for increasing research activities) with respect to compensation taken into account for determining the credit for qualified sick and family leave compensation; and any compensation taken into account in determining the credit for qualified sick and family leave compensation can't be taken into account as compensation for purposes of the credits under sections 45A, 45P, 45S, and 51. For leave taken after March 31, 2021, and before October 1, 2021, qualified compensation also doesn't include compensation that was used as payroll costs in connection with a Shuttered Venue Operator Grant under section 324 of the Economic Aid to Hard-Hit Small Businesses, Nonprofits, and Venues Act; or a restaurant revitalization grant under section 5003 of the ARP. Employers can receive both a Small Business Interruption Loan under the Paycheck Protection Program (PPP) and the credit for qualified sick and family leave compensation; however, employers can't receive both loan forgiveness and a credit for the same compensation. The same compensation can't be treated as both qualified sick leave compensation and qualified family leave compensation.

Any credit in excess of the remaining amount of the Tier 1 Employer Medicare tax (line 2) and Tier 1 Employer Medicare tax—Sick pay (line 9) is refundable and reported on Form CT-1, line 24b. For more information on the credit for qualified sick and family leave compensation, go to [IRS.gov/PLC](#).

Qualified health plan expenses allocable to qualified sick and family leave compensation. The credit for qualified sick leave compensation and qualified family leave compensation is increased to cover the qualified health plan expenses that are properly allocable to the qualified leave compensation for which the credit is allowed. These qualified health plan expenses are amounts paid or incurred by the employer to provide and maintain a group health plan but only to the extent such amounts are excluded from the employees' income as coverage under an accident or health plan. The amount of qualified health plan expenses generally includes both the portion of the cost paid by the employer and the portion of the cost paid by the employee with pre-tax salary reduction contributions. However, qualified health plan expenses don't include amounts that the employee paid for with after-tax contributions. For more information, go to [IRS.gov/PLC](#).

Collectively bargained defined benefit pension plan contributions. For purposes of qualified sick and family leave compensation, collectively bargained defined benefit pension plan contributions are contributions for a calendar quarter:

- Paid or incurred by an employer on behalf of its employees to a defined benefit plan, as defined in section 414(j), which meets the requirements of section 401(a);
- Made based on a pension contribution rate; and
- Required to be made under the terms of a collective bargaining agreement in effect during the quarter.

Pension contribution rate. The pension contribution rate is the contribution rate that the employer is obligated to pay under the terms of a collective bargaining agreement to a defined benefit plan, as the rate is applied to contribution

base units, as defined by section 4001(a)(11) of the Employee Retirement Income Security Act of 1974 (ERISA).

Allocation rules. The amount of collectively bargained defined benefit pension plan contributions allocated to qualified sick leave compensation and/or qualified family leave compensation during a quarter is the pension contribution rate (expressed as an hourly rate) multiplied by the number of hours qualified sick leave compensation and/or qualified family leave compensation was provided to employees covered under the collective bargaining agreement during the quarter.

Collectively bargained apprenticeship program contributions. For purposes of qualified sick and family leave compensation, collectively bargained apprenticeship program contributions are contributions for a calendar quarter:

- Paid or incurred by an employer on behalf of its employees to a registered apprenticeship program, which is an apprenticeship registered under the National Apprenticeship Act of August 16, 1937, and meets the standards of Federal Regulations under subpart A of Part 29 and Part 30 of title 29;
- Made based on an apprenticeship program contribution rate; and
- Required to be made under the terms of a collective bargaining agreement in effect during the quarter.

Apprenticeship program contribution rate. The apprenticeship program contribution rate is the contribution rate that the employer is obligated to pay under the terms of a collective bargaining agreement for benefits under a registered apprenticeship program, as the rate is applied to contribution base units, as defined by section 4001(a)(11) of ERISA.

Allocation rules. The amount of collectively bargained apprenticeship program contributions allocated to qualified sick leave compensation and/or qualified family leave compensation in a quarter is the apprenticeship program contribution rate (expressed as an hourly rate) multiplied by the number of hours qualified sick leave compensation and/or qualified family leave compensation was provided to employees covered under the collective bargaining agreement during the quarter.

Highly compensated employee. A highly compensated employee is an employee who meets either of the following tests.

1. The employee was a 5% owner at any time during the year or the preceding year.
2. The employee received more than \$135,000 in pay for the preceding year.

You can choose to ignore test (2) if the employee wasn't also in the top 20% of employees when ranked by pay for the preceding year.

Line 18—Total Nonrefundable Credits

Add lines 16 and 17b. Enter the total on line 18.

Line 19—Total Taxes After Adjustments and Nonrefundable Credits

Subtract line 18 from line 15 and enter the result on line 19.

Line 20—Total Deposits for the Year

Enter the total Form CT-1 deposits for the year, including any overpayment that you applied from filing Form CT-1 X and any overpayment that you applied from your 2022 return.

Line 23—Refundable Portion of Credit for Qualified Sick and Family Leave Compensation for Leave Taken After March 31, 2020, and Before April 1, 2021



*Complete line 23 **only** if qualified sick leave compensation and/or qualified family leave compensation was paid in 2023 for leave taken after March 31, 2020, and before April 1, 2021.*

Certain private employers with fewer than 500 employees that provide paid sick leave under the [EPSLA](#) and/or provide paid family leave under the [Expanded FMLA](#) are eligible to claim the credit for qualified sick and family leave compensation. Enter the refundable portion of the credit for qualified sick and family leave compensation from [Worksheet 1](#), Step 2, line 2k. The credit for qualified sick and family leave compensation consists of the qualified sick leave compensation, the qualified family leave compensation, the [qualified health plan expenses](#) allocable to that compensation, and the Tier 1 Employer Medicare tax allocable to that compensation. The refundable portion of the credit is allowed after the Tier 1 employer taxes from lines 1 and 8 are reduced to zero by nonrefundable credits.

Line 24b—Refundable Portion of Credit for Qualified Sick and Family Leave Compensation for Leave Taken After March 31, 2021, and Before October 1, 2021



*Complete line 24b **only** if qualified sick leave compensation and/or qualified family leave compensation was paid in 2023 for leave taken after March 31, 2021, and before October 1, 2021.*

Employers with fewer than 500 employees and certain governmental employers without regard to number of employees (except for the federal government and its agencies and instrumentalities unless described in section 501(c)(1)) are entitled to a credit if they provide paid sick leave to employees that otherwise meets the requirements of the [EPSLA](#), as amended for purposes of the ARP, and/or provide paid family leave to employees that otherwise meets the requirements under the [Expanded FMLA](#), as amended for purposes of the ARP, for leave taken after March 31, 2021, and before October 1, 2021. Enter the refundable portion of the credit for qualified sick and family leave compensation from [Worksheet 2](#), Step 2, line 2q. The refundable portion of the credit is allowed after the Tier 1 employer Medicare taxes from lines 2 and 9 are reduced to zero by nonrefundable credits.

Line 25—Total Deposits and Refundable Credits

Add lines 20, 23, and 24b. Enter the total on line 25.

Line 28—Balance Due

If line 19 is more than line 25, enter the difference on line 28. Otherwise, see the instructions for [line 29](#), later. You don't have to pay if line 28 is under \$1. Generally, you should have a balance due only if your total railroad retirement taxes based on compensation (line 19) are less than \$2,500. However, see [Accuracy of Deposits Rule](#), earlier, regarding payments made under the accuracy of deposits rule.

If you were required to make federal tax deposits, pay the amount shown on line 28 by EFT. If you weren't required to make federal tax deposits or you're a monthly schedule depositor making a payment under the accuracy of deposits rule, you may pay the amount shown on line 28 by EFT, check, or money order. For more information on electronic payment options, go to [IRS.gov/Payments](#).

If you pay by EFT, file your return using the address under [Where To File](#), earlier. Don't file Form CT-1(V), Payment Voucher. If you pay by check or money order, make it payable to "United States Treasury." Enter your EIN, "Form CT-1," and "2023" on your check or money order. Complete Form CT-1(V) and enclose with Form CT-1.

Line 29—Overpayment

If line 25 is more than line 19, enter the difference on line 29. **Never make an entry on both lines 29 and 28.** If line 29 is less than \$1, we will send you a refund or apply it to your next return only if you ask us in writing to do so.

If you deposited more than the correct amount for the year, you can have the overpayment refunded or applied to your next return by checking the appropriate box on line 29. Check only one box on line 29. If you don't check either box or if you check both boxes, generally we will apply the overpayment to your next return. Regardless of any boxes you check or don't check on line 29, we may apply your overpayment to any past due tax account that is shown in our records under your EIN.

Lines 30–33 and Lines 36–41

The amounts entered on lines 30–33 and lines 36–41 are amounts that you use on the worksheets at the end of these instructions to figure certain credits. If you're claiming these credits, you must enter the applicable amounts.



*Complete lines 30–33 **only** if qualified sick leave compensation and/or qualified family leave compensation was paid in 2023 for leave taken after March 31, 2020, and before April 1, 2021.*

Line 30—Qualified Sick Leave Compensation for Leave Taken After March 31, 2020, and Before April 1, 2021

Enter the qualified sick leave compensation you paid in 2023 to your employees for leave taken after March 31, 2020, and before April 1, 2021, including any qualified sick leave compensation that was above the Tier 1 compensation base and any qualified sick leave compensation excluded from the definition of compensation under section 3231(e)(1). This amount is also entered on [Worksheet 1](#), Step 2, line 2a. See the instructions for [line 16](#) for information about the credit for qualified sick and family leave compensation for leave taken after March 31, 2020, and before April 1, 2021. For more information about qualified sick leave compensation, go to [IRS.gov/PLC](#).

Line 31—Qualified Health Plan Expenses Allocable to Compensation Reported on Line 30

Enter the [qualified health plan expenses](#) allocable to qualified sick leave compensation paid in 2023 for leave taken after March 31, 2020, and before April 1, 2021. This amount is also entered on [Worksheet 1](#), Step 2, line 2b.

Line 32—Qualified Family Leave Compensation for Leave Taken After March 31, 2020, and Before April 1, 2021

Enter the qualified family leave compensation you paid in 2023 to your employees for leave taken after March 31, 2020, and before April 1, 2021, including any qualified family leave compensation that was above the Tier 1 compensation base and any qualified family leave compensation excluded from the definition of compensation under section 3231(e)(1). This amount is also entered on [Worksheet 1](#), Step 2, line 2e. See the instructions for [line 16](#) for information about the credit for qualified sick and family leave compensation for leave taken after March 31, 2020, and before April 1, 2021. For more information about qualified family leave compensation, go to [IRS.gov/PLC](https://www.irs.gov/PLC).

Line 33—Qualified Health Plan Expenses Allocable to Compensation Reported on Line 32

Enter the [qualified health plan expenses](#) allocable to qualified family leave compensation paid in 2023 for leave taken after March 31, 2020, and before April 1, 2021. This amount is also entered on [Worksheet 1](#), Step 2, line 2f.



*Complete lines 36, 37, and 38 **only** if qualified sick leave compensation was paid in 2023 for leave taken after March 31, 2021, and before October 1, 2021.*

Line 36—Qualified Sick Leave Compensation for Leave Taken After March 31, 2021, and Before October 1, 2021

Enter the qualified sick leave compensation you paid in 2023 to your employees for leave taken after March 31, 2021, and before October 1, 2021, including any qualified sick leave compensation that was above the Tier 1 compensation base and any qualified sick leave compensation excluded from the definition of compensation under section 3231(e)(1). See the instructions for [line 17b](#), earlier, for more information about qualified sick leave compensation for leave taken after March 31, 2021, and before October 1, 2021. This amount is also entered on [Worksheet 2](#), Step 2, line 2a.

Line 37—Qualified Health Plan Expenses Allocable to Qualified Sick Leave Compensation Reported on Line 36

Enter the [qualified health plan expenses](#) allocable to qualified sick leave compensation paid in 2023 for leave taken after

March 31, 2021, and before October 1, 2021. This amount is also entered on [Worksheet 2](#), Step 2, line 2b.

Line 38—Amounts Under Certain Collectively Bargained Agreements Allocable to Qualified Sick Leave Compensation Reported on Line 36

Enter the [collectively bargained defined benefit pension plan contributions](#) and [collectively bargained apprenticeship program contributions](#) allocable to qualified sick leave compensation paid in 2023 for leave taken after March 31, 2021, and before October 1, 2021. This amount is also entered on [Worksheet 2](#), Step 2, line 2c.



Complete lines 39, 40, and 41 only if qualified family leave compensation was paid in 2023 for leave taken after March 31, 2021, and before October 1, 2021.

Line 39—Qualified Family Leave Compensation for Leave Taken After March 31, 2021, and Before October 1, 2021

Enter the qualified family leave compensation you paid in 2023 to your employees for leave taken after March 31, 2021, and before October 1, 2021, including any qualified family leave compensation that was above the Tier 1 compensation base and any qualified family leave compensation excluded from the definition of compensation under section 3231(e)(1). See the instructions for [line 17b](#), earlier, for more information about qualified family leave compensation for leave taken after March 31, 2021, and before October 1, 2021. This amount is also entered on [Worksheet 2](#), Step 2, line 2g.

Line 40—Qualified Health Plan Expenses Allocable to Qualified Family Leave Compensation Reported on Line 39

Enter the [qualified health plan expenses](#) allocable to qualified family leave compensation paid in 2023 for leave taken after March 31, 2021, and before October 1, 2021. This amount is also entered on [Worksheet 2](#), Step 2, line 2h.

Line 41—Amounts Under Certain Collectively Bargained Agreements Allocable to Qualified Family Leave Compensation Reported on Line 39

Enter the [collectively bargained defined benefit pension plan contributions](#) and [collectively bargained apprenticeship program contributions](#) allocable to qualified family leave compensation paid in 2023 for leave taken after March 31, 2021, and before October 1, 2021. This amount is also entered on [Worksheet 2](#), Step 2, line 2i.

Part II. Record of Railroad Retirement Tax Liability

This is a summary of your yearly tax liability, not a summary of deposits made. If line 19 is less than \$2,500, don't complete Part II or Form 945-A.

If you're a monthly schedule depositor, enter your tax liability for each month and figure the total liability for the year. If you don't enter your tax liability for each month, the IRS won't know when you should have made deposits and may assess an "averaged" FTD penalty. See section 11 of Pub. 15. If your tax liability for any month is negative, don't enter a negative amount for the month. Instead, enter zero for the month and subtract that negative amount from your tax liability for the next month.

Adjusting tax liability for nonrefundable credits claimed on lines 16 and 17b. Monthly schedule depositors and semiweekly schedule depositors must account for nonrefundable credits claimed on lines 16 and 17b when reporting their tax liabilities on Part II or Form 945-A. The total tax liability for the year must equal the amount reported on line 19. Failure to account for the nonrefundable credits on Part II or Form 945-A may cause Part II or Form 945-A to report more than the total tax liability reported on line 19. Don't reduce your monthly tax liability reported on Part II or your daily tax liability reported on Form 945-A below zero.

Nonrefundable portion of credit for qualified sick and family leave compensation for leave taken after March 31, 2020, and before April 1, 2021 (line 16). The nonrefundable portion of the credit for qualified sick and family leave compensation paid in 2023 for leave taken after March 31, 2020, and before April 1, 2021, is limited to the Tier 1 employer taxes reported on Form CT-1, lines 1 and 8, on compensation paid in the year. In completing Part II or Form 945-A, you take into account the nonrefundable portion of the credit for qualified sick and family leave compensation paid in 2023 against the liability for the first payroll payment of the year, but not below zero. Then reduce the liability for each successive payroll payment of the year until the nonrefundable portion of the credit is used. Any credit for qualified sick and family leave compensation paid in 2023 for leave taken after March 31, 2020, and before April 1, 2021, that is remaining at the end of the year because it exceeds the Tier 1 employer taxes reported on Form CT-1, lines 1 and 8, is claimed on line 23 as a refundable credit. The refundable portion of the credit doesn't reduce the liability reported on Part II or Form 945-A.

Example. Maple Co. is a monthly schedule depositor that pays employees every Friday. In 2023, Maple Co. had pay dates every Friday starting on January 6, 2023. Maple Co. paid qualified sick and family leave compensation on March 10 and March 17 for leave taken after March 31, 2020, and before April 1, 2021. The nonrefundable portion of the credit for qualified sick and family leave compensation for the year is \$3,000. On Part II, Maple Co. will use the \$3,000 to reduce the liability for the January 6 pay date, but not below zero. If any nonrefundable portion of the credit remains, Maple Co. applies it to the liability for the January 13 pay date, then the January 20 pay date, and so forth until the entire \$3,000 is used.

Nonrefundable portion of credit for qualified sick and family leave compensation for leave taken after March 31, 2021, and before October 1, 2021 (line 17b). The nonrefundable portion of the credit for qualified sick and family leave compensation paid in 2023 for leave taken after March 31, 2021, and before October 1, 2021, is limited to the Tier 1 employer Medicare tax reported on Form CT-1, lines 2 and 9, on compensation paid during the year. In completing Part II or Form 945-A, you take into account the nonrefundable portion of the credit for qualified sick and family leave compensation paid in 2023 against the liability

for the first payroll payment of the year, but not below zero. Then reduce the liability for each successive payroll payment of the year until the nonrefundable portion of the credit is used. Any credit for qualified sick and family leave compensation paid in 2023 for leave taken after March 31, 2021, and before October 1, 2021, that is remaining at the end of the year because it exceeds the Tier 1 employer Medicare tax reported on Form CT-1, lines 2 and 9, is claimed on line 24b as a refundable credit. The refundable portion of the credit doesn't reduce the liability reported on Part II or Form 945-A.



You may reduce your deposits by the amount of the nonrefundable and refundable portions of the credit for qualified sick and family leave compensation, as discussed earlier under [Reducing your deposits for the credit for qualified sick and family leave compensation](#).



The amount shown on line V must equal the amount shown on line 19.

If you're a semiweekly schedule depositor or if you accumulate \$100,000 or more in tax liability on any day in a deposit period, you must complete Form 945-A and file it with Form CT-1. Don't complete lines I–V if you file Form 945-A. The \$100,000 tax liability threshold requiring a next-day deposit is determined before you consider any reduction of your liability for nonrefundable credits. For more information, including an example, see frequently asked question 17 at [IRS.gov/ETD](#).

Third-Party Designee

If you want to allow an employee of your business, a return preparer, or another third party to discuss your Form CT-1 with the IRS, check the "Yes" box in the *Third-Party Designee* section. Also, enter the designee's name, phone number, and any five digits that person chooses as their personal identification number (PIN).

By checking "Yes" you authorize the IRS to talk to the person you named (your designee) about any questions we may have while we process your return. You also authorize your designee to do all of the following.

- Give us any information that is missing from your return.
- Call us for information about processing your return.
- Respond to certain IRS notices that you have shared with the designee about math errors and return preparation. The IRS won't send notices to your designee.

You're not authorizing the designee to receive any refund check, bind you to anything (including additional tax liability), or otherwise represent you before the IRS. If you want to expand the designee's authority, see Pub. 947.

The authorization will automatically expire 1 year from the due date (without regard to extensions) for filing your Form CT-1. If you or your designee wants to revoke this authorization, send the revocation or withdrawal to the IRS office at which you file your Form CT-1.

Who Must Sign

The following persons are authorized to sign the return for each type of business entity.

- **Sole proprietorship**—The individual who owns the business.
- **Corporation (including a limited liability company (LLC) treated as a corporation)**—The president, vice president, or other principal officer duly authorized to sign.

- **Partnership (including an LLC treated as a partnership) or unincorporated organization**—A responsible and duly authorized partner, member, or officer having knowledge of its affairs.
- **Single-member LLC treated as a disregarded entity for federal income tax purposes**—The owner of the LLC or a principal officer duly authorized to sign.
- **Trust or estate**—The fiduciary.

Form CT-1 may also be signed by a duly authorized agent of the taxpayer if a valid power of attorney has been filed.

Alternative signature method. Corporate officers or duly authorized agents may sign Form CT-1 by rubber stamp, mechanical device, or computer software program. For details and required documentation, see Rev. Proc. 2005-39, 2005-28 I.R.B. 82, available at [IRS.gov/irb/2005-28_IRB#RP-2005-39](https://www.irs.gov/irb/2005-28_IRB#RP-2005-39).

Paid Preparer Use Only

A paid preparer must sign Form CT-1 and provide the information in the *Paid Preparer Use Only* section of Part I if

the preparer was paid to prepare Form CT-1 and isn't an employee of the filing entity. The preparer must give you a copy of the return in addition to the copy to be filed with the IRS.

If you're a paid preparer, enter your Preparer Tax Identification Number (PTIN) in the space provided. Include your complete address. If you work for a firm, enter the firm's name and the EIN of the firm. You can apply for a PTIN online or by filing Form W-12. For more information about applying for a PTIN online, go to [IRS.gov/PTIN](https://www.irs.gov/PTIN). You can't use your PTIN in place of the EIN of the tax preparation firm.

Generally, you're not required to complete this section if you're filing the return as a reporting agent and have a valid Form 8655 on file with the IRS. However, a reporting agent must complete this section if the reporting agent offered legal advice, for example, by advising the client on determining whether its workers are employees or independent contractors for federal tax purposes.

ONLY DRAFT
November 16, 2023

Worksheet 1. Credit for Qualified Sick and Family Leave Compensation Paid in 2023 for Leave Taken After March 31, 2020, and Before April 1, 2021

Keep for Your Records 

Determine how you will complete this worksheet

If you paid qualified sick leave compensation and/or qualified family leave compensation for leave taken after March 31, 2020, and before April 1, 2021, complete Step 1 and Step 2. **Caution:** Use Worksheet 2 to figure the credit for qualified sick and family leave compensation paid in 2023 for leave taken after March 31, 2021, and before October 1, 2021.

Step 1. Figure the Tier 1 Employer Tax

- 1a Enter the amount from Form CT-1, line 1 (Tax Column) 1a _____
- 1b Enter the amount from Form CT-1, line 8 (Tax Column) 1b _____
- 1c **Tier 1 Employer tax.** Add lines 1a and 1b 1c _____

Step 2. Figure the credit for qualified sick and family leave compensation

- 2a Qualified sick leave compensation reported on Form CT-1, [line 30](#) 2a _____
- 2a(i) Enter the amount, if any, included on line 2a that is compensation excluded from the definition of compensation under section 3231(e)(1) 2a(i) _____
- 2a(ii) Subtract line 2a(i) from line 2a 2a(ii) _____
- 2b Qualified health plan expenses allocable to qualified sick leave compensation reported on Form CT-1, [line 31](#) 2b _____
- 2c Tier 1 Employer Medicare tax on qualified sick leave compensation. Multiply line 2a(ii) by 1.45% (0.0145) 2c _____
- 2d **Credit for qualified sick leave compensation.** Add lines 2a, 2b, and 2c 2d _____
- 2e Qualified family leave compensation reported on Form CT-1, [line 32](#) 2e _____
- 2e(i) Enter the amount, if any, included on line 2e that is compensation excluded from the definition of compensation under section 3231(e)(1) 2e(i) _____
- 2e(ii) Subtract line 2e(i) from line 2e 2e(ii) _____
- 2f Qualified health plan expenses allocable to qualified family leave compensation reported on Form CT-1, [line 33](#) 2f _____
- 2g Tier 1 Employer Medicare tax on qualified family leave compensation. Multiply line 2e(ii) by 1.45% (0.0145) 2g _____
- 2h **Credit for qualified family leave compensation.** Add lines 2e, 2f, and 2g 2h _____
- 2i **Credit for qualified sick and family leave compensation.** Add lines 2d and 2h 2i _____
- 2j **Nonrefundable portion of credit for qualified sick and family leave compensation for leave taken after March 31, 2020, and before April 1, 2021.** Enter the smaller of line 1c or line 2i. Enter this amount on Form CT-1, line 16 2j _____
- 2k **Refundable portion of credit for qualified sick and family leave compensation for leave taken after March 31, 2020, and before April 1, 2021.** Subtract line 2j from line 2i and enter this amount on Form CT-1, line 23 2k _____

Worksheet 2. Credit for Qualified Sick and Family Leave Compensation Paid in 2023 for Leave Taken After March 31, 2021, and Before October 1, 2021

Keep for Your Records 

Determine how you will complete this worksheet.

If you paid qualified sick leave compensation and/or qualified family leave compensation for leave taken after March 31, 2021, and before October 1, 2021, complete Step 1 and Step 2. **Caution:** Use Worksheet 1 to figure the credit for qualified sick and family leave compensation paid in 2023 for leave taken after March 31, 2020, and before April 1, 2021.

Step 1. Figure the Tier 1 Employer Medicare Tax

- 1a Enter the amount from Form CT-1, line 2 (Tax Column) 1a _____
- 1b Enter the amount from Form CT-1, line 9 (Tax Column) 1b _____
- 1c **Tier 1 Employer Medicare tax.** Add lines 1a and 1b 1c _____

Step 2. Figure the credit for qualified sick and family leave compensation

- 2a Qualified sick leave compensation for leave taken after March 31, 2021, and before October 1, 2021 (Form CT-1, [line 36](#)) 2a _____
- 2a(i) Enter the amount, if any, included on line 2a that is compensation excluded from the definition of compensation under section 3231(e)(1) 2a(i) _____
- 2a(ii) Subtract line 2a(i) from line 2a 2a(ii) _____
- 2a(iii) Enter the amount, if any, included on line 2a that was not included as compensation on Form CT-1, lines 1, 4, 8, and 10, because the qualified sick leave compensation was limited by the Tier 1 compensation base 2a(iii) _____
- 2a(iv) Subtract line 2a(iii) from line 2a(ii) 2a(iv) _____
- 2b Qualified health plan expenses allocable to qualified sick leave compensation taken after March 31, 2021, and before October 1, 2021 (Form CT-1, [line 37](#)) 2b _____
- 2c Amounts under certain collectively bargained agreements allocable to qualified sick leave compensation for leave taken after March 31, 2021, and before October 1, 2021 (Form CT-1, [line 38](#)) 2c _____
- 2d Tier 1 Employer tax on qualified sick leave compensation. Multiply line 2a(iv) by 6.2% (0.062) 2d _____
- 2e Tier 1 Employer Medicare tax on qualified sick leave compensation. Multiply line 2a(ii) by 1.45% (0.0145) 2e _____
- 2f **Credit for qualified sick leave compensation.** Add lines 2a, 2b, 2c, 2d, and 2e 2f _____
- 2g Qualified family leave compensation for leave taken after March 31, 2021, and before October 1, 2021 (Form CT-1, [line 39](#)) 2g _____
- 2g(i) Enter the amount, if any, included on line 2g that is compensation excluded from the definition of compensation under section 3231(e)(1) 2g(i) _____
- 2g(ii) Subtract line 2g(i) from line 2g 2g(ii) _____
- 2g(iii) Enter the amount, if any, included on line 2g that was not included as compensation on Form CT-1, lines 1, 4, 8, and 10, because the qualified family leave compensation was limited by the Tier 1 compensation base 2g(iii) _____
- 2g(iv) Subtract line 2g(iii) from line 2g(ii) 2g(iv) _____
- 2h Qualified health plan expenses allocable to qualified family leave compensation taken after March 31, 2021, and before October 1, 2021 (Form CT-1, [line 40](#)) 2h _____
- 2i Amounts under certain collectively bargained agreements allocable to qualified family leave compensation for leave taken after March 31, 2021, and before October 1, 2021 (Form CT-1, [line 41](#)) 2i _____
- 2j Tier 1 Employer tax on qualified family leave compensation. Multiply line 2g(iv) by 6.2% (0.062) 2j _____
- 2k Tier 1 Employer Medicare tax on qualified family leave compensation. Multiply line 2g(ii) by 1.45% (0.0145) 2k _____
- 2l **Credit for qualified family leave compensation.** Add lines 2g, 2h, 2i, 2j, and 2k 2l _____
- 2m **Credit for qualified sick and family leave compensation.** Add lines 2f and 2l 2m _____
- 2n Enter any credit claimed under section 41 for increasing research activities with respect to any compensation taken into account for the credit for qualified sick and family leave compensation 2n _____
- 2o **Credit for qualified sick and family leave compensation after adjusting for other credits.** Subtract line 2n from line 2m 2o _____
- 2p **Nonrefundable portion of credit for qualified sick and family leave compensation for leave taken after March 31, 2021, and before October 1, 2021.** Enter the smaller of line 1c or line 2o. Enter this amount on Form CT-1, line 17b 2p _____
- 2q **Refundable portion of credit for qualified sick and family leave compensation for leave taken after March 31, 2021, and before October 1, 2021.** Subtract line 2p from line 2o and enter this amount on Form CT-1, line 24b 2q _____