Important W-2 Updates for the 2026 Tax Year: What Passport Users Need to Know

The 2026 tax year introduces the most significant W-2 overhaul in recent history. Driven by the "No Tax on Tips" and "No Tax on Overtime" provisions of the One Big Beautiful Bill Act (OBBBA), the IRS has finalized the wage reporting changes.

Last tax year, Passport implemented early-adoption, using Box 14 as an IRS stopgap. This temporary solution reported Box 12 TA (Trump Account), Box 12 TT (qualified overtime), and Box 12 TP (qualified tips). With the IRS finalizing the new W-2 layout, these items have migrated to their permanent fields. Here are the key changes and system updates for the upcoming reporting season:

1. Permanent Homes in Box 12

The transitional elements previously tracked in Box 14 have officially moved to Box 12 with dedicated IRS alphanumeric codes:

- **Code TA:** Tracks qualified employer contributions made to an employee's or dependent's Trump Account.
- **Code TP:** Captures the total cash tips reported to the employer.
- **Code TT:** Isolates total qualified overtime compensation (specifically the premium "half" portion required under Section 7 of the Fair Labor Standards Act).

2. Box 14 Split (14a and 14b)

The traditional Box 14 (Other) area is now split into two separate segments:

- **Box 14a:** Continues to serve as the repository for general "Other" employer data, such as state disability insurance or local deductions.
- **Box 14b:** Reserved exclusively for **Treasury Tipped Occupation Codes (TTOCs)**. Employers reporting cash tips under Code TP must include the appropriate TTOC(s) here to validate their tip deductions. Passport supports the entry of up to two codes per employee.

3. Structural Form Changes

To create physical room for the new Box 14b, the IRS adjusted the spacing and layout dimensions across the bottom right of the form—specifically Boxes 9, 11, 13, and 14. Passport's form layouts have been automatically realigned for these changes.

4. Adjusted Social Security Wage Base

The Social Security wage base has increased to **$184,500** for the 2026 tax year. Early estimates project the 2027 maximum wage base to sit around $190,200.

5. Shifted Filing Deadline

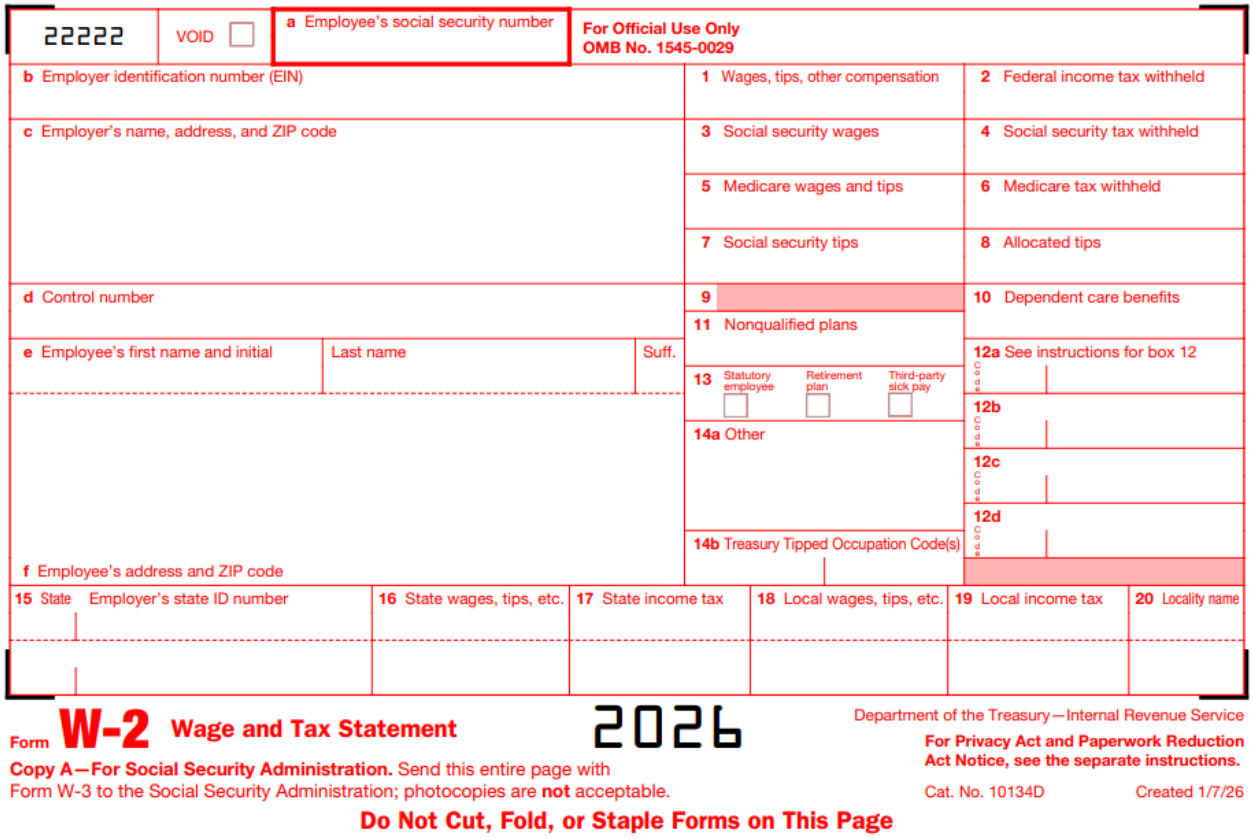
1. Since January 31st, 2027 falls on a Sunday, employers have until **February 1st, 2027** to furnish employee copies and file their W-2s.

6. Increased Reporting Threshold

When no federal income, Social Security, or Medicare tax is withheld, the IRS has raised the mandatory wage reporting threshold from $600 to **$2,000** for 2026. While this update impacts specific 1099

compliance streams more frequently, it also applies to W-2 thresholds. Note that all wages remain fully taxable to the worker, and individual self-reporting responsibilities on Form 1040 are unchanged if thresholds are not met.

The 2026 W-2 Form



Treasury Tipped Occupation Codes (TTOC)

Simplified version. For detailed descriptions, examples, and SOC codes, view the full version.

100s – Beverage and Food Service

TTOC	Occupation Title
101	Bartenders
102	Wait Staff
103	Counter Attendants
104	Food Server Assistants
105	Dining Room and Cafeteria Attendants and Bartender Helpers
106	Room Service Attendants and Delivery Drivers, Food and Beverage
107	Chefs and Head Cooks
108	Cooks

109	Host Staff, Restaurant, Lounge, and Coffee Shop
110	Bakers

200s – Entertainment and Events

TTOC	Occupation Title
201	Gambling Dealers
202	Gambling Change Persons and Booth Cashiers
203	Gambling Cage Workers
204	Gambling and Sports Book Writers and Runners
205	Dancers
206	Musicians and Singers
207	Disc Jockeys, Except Radio
208	Entertainers and Performers
209	Actors
210	Producers and Directors
211	Fast Food and Counter Workers
212	Cashiers, Entertainment and Events
213	Food Preparation and Serving Related Workers, Entertainment and Events

300s – Hospitality and Guest Services

TTOC	Occupation Title
301	Baggage Porters and Bellhops
302	Concierges
303	Hotel, Motel, and Resort Desk Clerks
304	Housekeeping and Janitorial Cleaners
305	Maids and Housekeeping Cleaners
306	First-Line Supervisors of Housekeeping and Janitorial Workers
307	Hotel and Motel Managers
308	Reservation and Transportation Ticket Agents and Travel Clerks

400s – Home Services

TTOC	Occupation Title
401	Home Landscaping and Groundskeeping Workers

402	Tree Trimmers and Pruners
403	Pest Control Workers
404	Home Appliance Repairers
405	Electricians, Residential
406	Plumbers, Pipefitters, and Steamfitters, Residential
407	Heating, Air Conditioning, and Refrigeration Mechanics and Installers, Residential
408	Carpet, Floor, and Tile Installers and Finishers

500s – Personal Services

TTOC	Occupation Title
501	Tour Guides and Escorts
502	Travel Guides
503	Animal Caretakers
504	Pet Groomers
505	Childcare Workers
506	Personal Care Aides
507	Residential Advisors
508	Laundry and Dry-Cleaning Workers
509	Visual Artists (Added in final rule)
510	Floral Designers (Added in final rule)

600s – Personal Appearance and Wellness

TTOC	Occupation Title
601	Massage Therapists
602	Skincare Specialists
603	Barbers, Hairdressers, Hairstylists, and Cosmetologists
604	Shampooers
605	Manicurists and Pedicurists
606	Eyebrow Threading and Waxing Technicians
607	Makeup Artists
608	Exercise Trainers and Group Fitness Instructors

700s – Recreation and Instruction

TTOC	Occupation Title

701	Amusement and Recreation Attendants
702	Locker Room, Dressing Room, and Locker Attendants
703	Recreation Workers
704	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers
705	Golf Caddies
706	Umpires, Referees, and Other Sports Officials
707	Coaches and Scouts
708	Flight Instructors

800s – Transportation and Delivery

TTOC	Occupation Title
801	Taxi Drivers
802	Ride-Hail Drivers
803	Shuttle Drivers and Chauffeurs
804	Bus Drivers, Transit and Intercity
805	Light Truck Drivers
806	Driver/Sales Workers
807	Parking Attendants
808	Automotive and Watercraft Service Attendants
809	Commercial Pilots
810	Gas Pump Attendants (Added in final rule)