

Legislative Update

The Week in Review

*With special guest Bill Walton
from the Virginia Unemployment Commission*

May 29, 2020

What happened this week?

- PPP Loan Forgiveness Application Guidance
 - Paid v. Incurred Payroll Expenses
 - Covered Period vs Alternative Payroll Covered Period
 - Salary, wages, bonuses, commissions and tips are eligible for forgiveness (up to \$100,000 annualized)
 - Caps on forgiveness available for owner-employees and self-employed individuals' own payroll compensation
 - Nonpayroll costs eligible for forgiveness
 - Employee actions (termination, voluntary separation, etc.)



PPP Loan Forgiveness Dates To Remember

FTE Reference Periods

2/15/2019-6/30/2019

1/1/2020-2/29/2020

Salary/Wage Reference Period

1/1/2020 – 3/31/2020

Safe Harbor Reference Date – FTE and Salary/Wage Reduction

2/15/2020

- Lender has 60 days to determine forgiveness after receiving a complete application
- SBA then has 90 days to review application
- Borrowers have 30 days to appeal SBA determination



PPP Loan and Health Care Benefits

- What is included?
 - Employer paid portion of:
 - Healthcare Benefits
 - Retirement Plan Contributions



PPP Loan and Health Care Benefits

- What is NOT included?
 - Workers Compensation Premiums
 - Medicare and Social Security



Meet today's guest panelist:



Bill Walton

Unemployment Insurance Director
Virginia Employment Commission



Covid-Era Unemployment Benefits

Quick History

- CARES Act was signed into law March 27 (9 weeks ago).
- Since then, 40 million claims have been filed.
- Nationwide jobless rate sits at 14%, the highest since the Great Depression.



Covid-Era Unemployment Benefits

Quick History

Extended unemployment benefits to:

- Self-employed workers
- 1099-independent contractor or gig workers
- Workers with a limited work history

Added \$600/week through July 31.

Usually, unemployment benefits replace 40-45% of income. The \$600 is designed to fill that gap.

Adds 13 weeks onto the number of weeks a state currently can pay a benefit.



Unemployment Benefits

Who is NOT eligible?

Those who are:

- Able to telework and get paid for it
- Taking Emergency Paid Sick Leave or Expanded FMLA under the Families First Act
- Using paid sick leave under their employer's plan
- Fired for cause or quit when there is work available



Unemployment Benefits

Questions we're seeing

1. If one of our managers making \$60,000/year were to work 25 hours/week, would they receive any of that \$378 and would they be eligible for the extra \$600/week? We may have to lay off several sometime in the near future and are trying to figure out financially what makes the most sense so our employees can still receive the highest amount per week.
2. What happens if I call back my employees from furlough and one of them refuses the offer in favor of staying on unemployment?
3. Will the \$600 additional benefit be extended past 6/30/20?



Face coverings in the workplace

Policies vary by state. In Virginia:

Required. Retail, restaurant and other food and beverage establishments, gyms and fitness centers, and personal care services must require employees in public-facing areas to wear face coverings.

Required for patrons over age 10 when in essential and reopened businesses and any other indoor place shared by groups of people who are in close proximity to each other.

Recommended generally. Where possible, employees and customers should use face coverings. Where six feet of physical distance is not possible in a given business setting, employers should provide face covering to employees.



Face coverings in the workplace

In Tennessee:

Employees are encouraged to wear a face covering at work. Members of the public are encouraged to wear a face covering in public places.

In Florida:

Personal care services providers and employees must wear masks and are also encouraged to provide masks to patrons and/or adopt a policy requiring patrons to wear masks.



We are answering your questions live on the air right now.

Please submit questions through the **Q&A function**,
not the chat option at the bottom of your screen.



Questions?

Please email:

questions@dominionpayroll.com

For resources, updates, webinar schedule, and FAQ's, please visit our

[COVID-19 Updates & Resources page](#)



As requirements change and laws are passed, we will update you as soon as possible.

Don't forget to wash your hands!

