

Coronavirus Pandemic

COVID-19 Pandemic

New Rules, New Legislation, New Confusion

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Issues

- PPP Loan Forgiveness and New Guidelines.
- New OSHA Reporting Requirements.
- Liability Issues When Reopen.
- New Legislation.

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PPP Loan Forgiveness

- New Guidelines and Forms:
 - 8-Week Period.
 - 75% on payroll costs.
 - Headcount adjustment.
 - Paid OR incurred for expenses.
- Open Issues:
 - Prepaid rent and utilities.
 - 75% on payroll costs.
 - Certificate of Necessity.
 - Tax deduction.
- Request new rule—forgive all small loans without review.

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PPP Loan Forgiveness

- Loan Forgiveness Form:
 - 60 days to submit.
 - Confusing.
 - Recommend:
 - Fill in Schedule A, Tables 1 and 2,
 - Complete Schedule A, and
 - Then fill in Application
- Owner-Employees:
 - Table 2.
 - Line 4—capped at \$15,385.

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PPP Loan Forgiveness

- Documents Needed:
 - Must submit:
 - Bank account statements or third-party payroll service reports
 - Tax forms, and
 - Receipts documenting its payroll and benefits disbursements.
 - Must Maintain Documents to Verify:
 - Number of employees,
 - Payroll costs,
 - Efforts to re-hire any departed employees during the covered period and
 - Proof of bills and payment of expenses (interest, rent, and utilities)

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New OSHA Reporting Requirements

- Ever changing—need to check for updates.
- New Rule on COVID-19--Record on job infection.
- If have 10 or more employees.
 - Likely on the job, absent alternative explanation if:
 - Several cases with close workers,
 - Customer if spent lengthy time together, or
 - Required to go out in public
 - Not likely if:
 - Isolated case at work, or
 - If family or non-work associates contact coronavirus.
- Report only if death or hospitalization

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Issues When Reopen

- Over 1,300 case filed to date.
- Follow guidelines.
- Have a written plan—some states require it.
- Legislative fix:
 - Federal Proposal.
 - State:
 - Utah and North Carolina Passed law, and
 - Alabama, Illinois, Louisiana, Ohio, South Carolina and Wyoming pending
 - WFCA Grassroot Campaign

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New Legislation and Regulations

- PPP loans.
 - House Bill:
 - 24 weeks.
 - Eliminate 75%.
 - 5 years.
 - FTE adjustment.
 - Senate Bill:
 - 16 weeks.
 - Through December 31, 2020.
 - Covers PPE purchases.
- HEROES Act—1852 pages.