

coronavirus webinar

Flattening the Curve - an ER Doctor
and a Lawyer Discuss COVID-19

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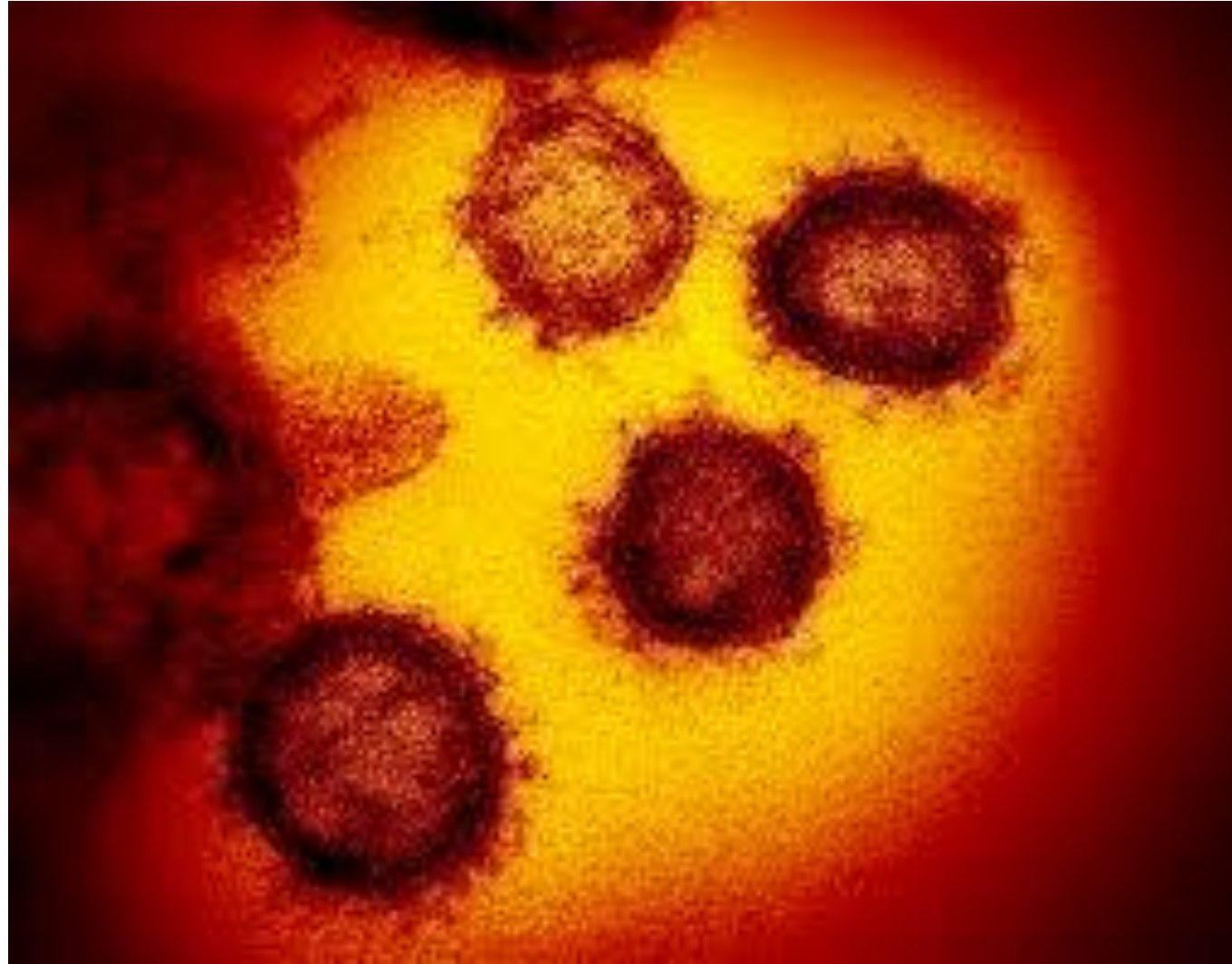
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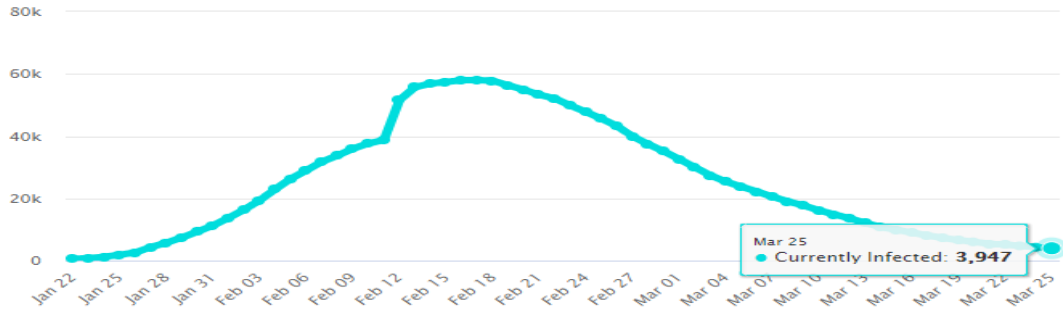
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COVID-19



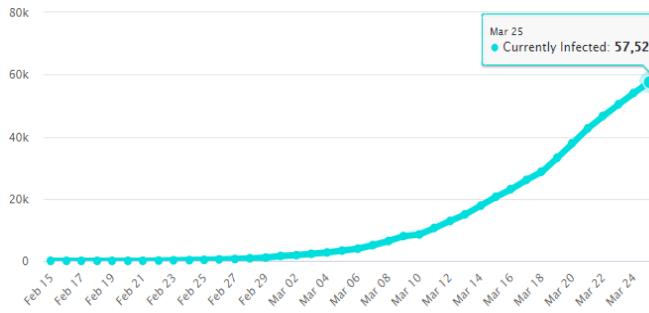
CHINA

Active Cases
(Number of Infected People)



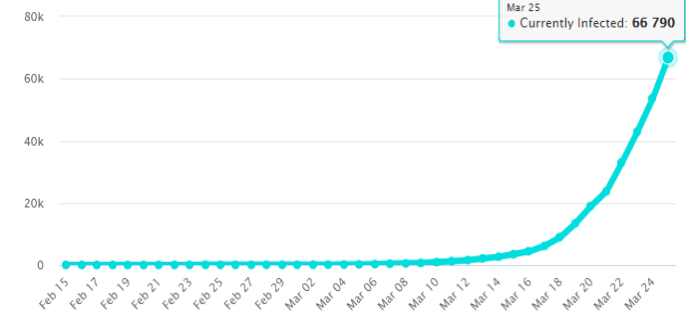
ITALY

Active Cases
(Number of Infected People)



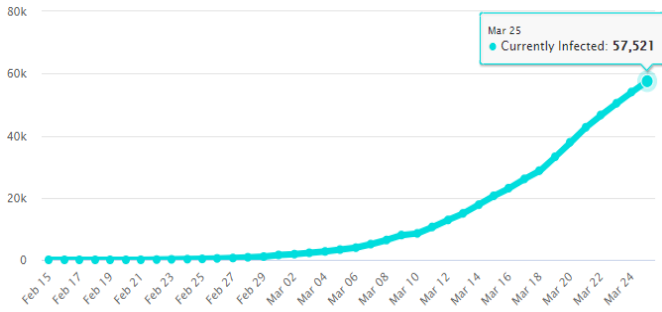
UNITED STATES

Active Cases
(Number of Infected People)



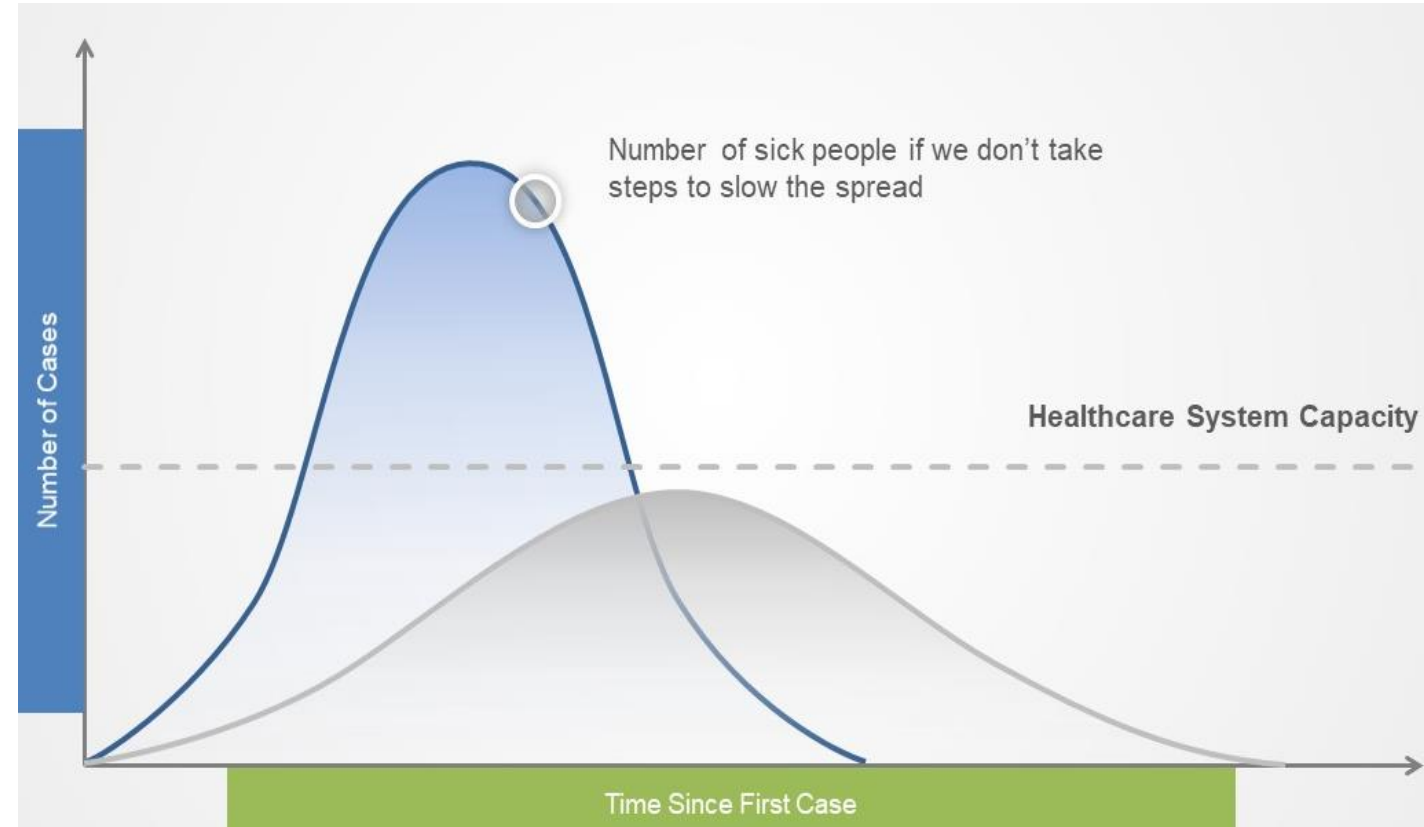
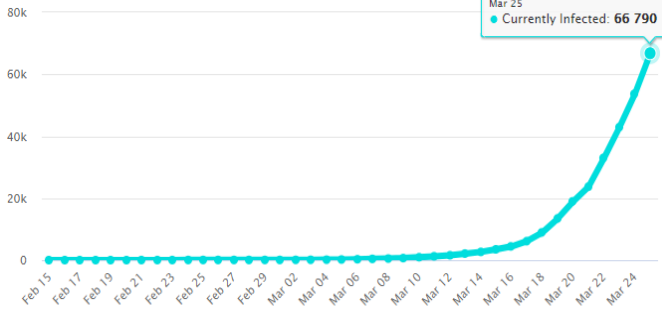
ITALY

Active Cases
(Number of Infected People)



UNITED STATES

Active Cases
(Number of Infected People)



FAMILIES FIRST CORONAVIRUS RESPONSE ACT

- Two major aspects for employers (4-1-20 to 12-31-20):
 - Emergency Paid Sick Leave
 - Emergency Family and Medical Leave Act (EFMLA) – supplements the existing FMLA
 - For general info, see:
<https://www.dol.gov/agencies/whd/pandemic/ffcra-employee-paid-leave>

	EMERGENCY PAID SICK LEAVE	EMERGENCY FMLA	COMPARED TO FMLA
Employee Count for Applicability	1-499 employees	1-499 employees	50 or more employees within 75 miles of eligible employee
Eligible Employees	All Employees	Employee must have worked for at least 30 calendar days	Employee must have been employed with company for at least 12 months and worked at least 1250 hours during 12 months prior to start of FMLA
Eligible Leave Reasons	<p>Unable to work or work remotely due to:</p> <ol style="list-style-type: none"> Order by government agency to quarantine or self-isolate related to COVID-19 Advised by healthcare provider to self-quarantine due to COVID-19 concerns Symptomatic and is seeking a medical diagnosis Caring for an individual who is subject to a (1) or (2) order/recommendation Care for child if school or daycare has been closed, or no child care provider (receives compensation for child care on regular basis), due to COVID-19 Experiencing substantially similar conditions as determined by HHS 	<p>Unable to work or work remotely due to:</p> <ol style="list-style-type: none"> Need to care for child under 18 because school or daycare has been closed, or no child care provider, due to COVID-19 	<p>Unable to work due to:</p> <ol style="list-style-type: none"> Serious health condition of themselves Caring for immediate family member (spouse, child, parent) that has a serious health condition Parental bonding leave Qualifying exigency leave (certain family members called or deployed to active military duty for certain situations) Military caregiver leave
Hours of Paid Leave	<p>Full time employees: 80 hours available at cap rates</p> <p>Part-time employees: hours equal to average two weeks of work available at cap rates</p>	<p>First 10 days is unpaid, but employee may elect to use vacation, personal, medical, sick, or PTO to cover first 10 days</p> <p>Paid until worker can return or is capped-out</p>	Per company policy or collective bargaining agreement
Wage Rate for Paid Leave	<p>Employee can use Emergency Paid Leave or the regular paid leave provided by the employer.</p> <p>For reasons 1-3, compensated by Emergency Paid Leave at higher of regular rate or minimum wage. Capped at \$511 per day and \$5,110 in the aggregate per person.</p> <p>For reasons 4-6, compensated by Emergency Paid Leave at 2/3 of regular rate. Capped at \$200 per day and \$2,000 in the aggregate per person.</p>	Compensated at 2/3 or regular rate. Capped at \$200 per day and \$10,000 in the aggregate per employee.	Per company policy or per collective bargaining agreement
Employee Protections	General non-retaliation	<p>Must be restored unless:</p> <ol style="list-style-type: none"> Position no longer exists due to economic or operating conditions that affect employment and are caused by COVID-19 during period of leave Reasonable efforts were made to restore to an equivalent position Efforts were made for one year to contact employee to restore to an equivalent position (earlier of qualifying need concluding or 12 weeks) <p>No retaliation.</p>	Must be restored if returning within 12 weeks. No retaliation.
Tax Credits	Tax credit of 100% of paid benefits up to the per employee caps. Applied against quarterly payroll tax liability, and is refundable if the credit amount exceeds tax liability for the quarter.	Tax credit of 100% of the paid benefits up to the per employee caps. Applied against quarterly payroll tax liability, and is refundable if the credit amount exceeds tax liability for the quarter.	None.

EMERGENCY ORDERS

(*I.E.*, SHELTER AT HOME ORDERS)

- In most states with these orders, dealers are being defined as an “essential business”, or a similar term
 - Some states only consider service and parts as supporting the necessary infrastructure (i.e., sales is not necessary)
 - Must still adhere to social distancing, and other requirements set forth
- Be cognizant that if there are bad actors
 - It could only take one, for dealers to be redefined
- Do your part
- Promote your efforts

COMPLYNET'S COVID-19 RESOURCE CENTER

- Available at: <https://www.complynet.com/covid-19-coronavirus/>
 - **FREE** model *Dealership Outbreak, Epidemic & Pandemic Response Plan*
 - **FREE COVID-19 Countermeasure Verification Program**
 - **FREE online training module** about COVID-19 for dealership employees
 - **FREE webinar series** for owners and management

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