



Stronger together.... August 27,2020

We want to continue to be a resource for you and your employees. If we can assist our current clients or any company that may have questions, please contact us.

[Email Us](#)

First, let's talk about some good news.....



Have you been watching the videos of the elderly couples reuniting after being quarantined due to COVID? We just can't get enough of them! [Video](#) of couple who have been married for 70 years.

Coronavirus Aid, Relief, and Economic Security Act "CARES Act"



With the Paycheck Protection Program (PPP) having closed on August 8th, many businesses question how these loans will become forgiven. Modifications to the CARES Act were passed in June which modified many aspects of the PPP. You should rely on your specific lender for additional information and click the links below to learn more.

- U.S. Senate Committee on Small Business & Entrepreneurship - "The Small Business Owners Guide to the CARES Act"
• U.S. Chamber of Commerce - "Small Business Guide & Checklist"
• U.S. Chamber of Commerce - "Everything You Need to Know About SBA Disaster Assistance Loans"
• U.S. Small Business Administration (SBA) - "COVID-19: Small Business Guidance & Loan Resources"
• U.S. Small Business Administration (SBA) - For IMMEDIATE consideration "Disaster Loan Application"
• For assistance completing applications or for questions - "Coronavirus SBA Loans and CARES Act Assistance"
• Modification to the CARES Act. Specific language pertaining to PPP payback. - "PPPFA"

Families First Coronavirus Response Act "FFCRA"

PLEASE NOTE, THERE HAVE BEEN UPDATES TO THE LANGUAGE PERTAINING TO DOL POSTERS. PLEASE MAKE SURE YOU ARE POSTING THE CURRENT INFORMATION FROM THE DIVISION OF LABORS WEBSITE.

With the goal of employees retaining their pay while unable to work due to COVID-19, this act requires certain employers to provide their employees with paid sick leave. Certain provisions for employees to be eligible and those dollars paid out for both payroll and benefits are eligible to be returned back to the employer in the form of 941 deductions. We encourage you to keep updated on the Division of Labors website by clicking here.



Additionally, you will find resources on how to be reimbursed on the IRS website by clicking here.

OnwardCO

In coordination with Bitwise Industries, the Governor's office, and state agencies, this website will connect people with services, funds and jobs during this crisis. We encourage anyone who may be struggling during this crisis to visit - https://www.onwardUS.org

Special Enrollment Period "SEP"

Although most carriers have ended the special enrollment period to allow for non-qualified employees to join the plan, there are still options! Consider contacting your carrier specifically to find out if they are accepting enrollments or any other "special" exceptions on billing, etc. due to the current circumstances.

Don't forget, a loss of coverage DOES constitute a qualifying event. In the event of your loss of coverage, you can apply for coverage "on" and "off-exchange". To view options and apply, visit www.connectforhealthco.com

HSA / FSA and other Qualified Plan Updates

Recent legislative actions have opened up options to expand your group qualified plan. Consider changes to allow for purchase of over-the-counter drugs. Additionally, the deadline to contribute to your HSA for 2019 has been extended in-line with the new tax deadline of 7/15/2020. Our partners with TASC have put together a reference sheet for your consideration. Contact our office for assistance.

COBRA Updates

Does your company utilize a Third-Party Administrator (TPA) to administrate your COBRA? Changes to the act call for extensions surrounding election and payment of premiums. The DOL has posted an FAQ which includes links to model notices. If you administrate COBRA for your organization, it is important you understand the implications and update your notices going out. Contact our office if you need assistance.

For employers, there is interim guidance from the insurance carriers that they are working to keep you and your employees covered. They have loosened regulations to allow for you to continue your plan even in these times. Your insurance carrier will continue to be the most valuable website to contact regarding specific benefit information. Please visit their site by clicking on their logo below to be directed to their site:



We encourage our current clients to contact us and request access to hr360. The industry's award-winning online library that delivers comprehensive, easy-to-navigate human resources and benefits news, content, tools, and forms to companies nationwide. We know this will be a valuable resource as we chart these waters. Check in daily for updates!



CDC (Centers for Disease Control and Prevention) remains the best resource for Interim Guidance for Business and Employers and includes links to OSHA/HHS Guidance on workplaces.



Click Here For CDC