

Note: I have been trying to review the second stimulus package passed last night, however the act has still not been posted. Once it is we may have more answers.

Currently the below provisions will affect us...these are all available until 4/2/20 until 12/31/20

The biggest concern I see right now is the new unemployment laws, because we are self-funded and that is an annual election.

Four months coverage for furloughed workers. Have also heard the four months can extend normal six months to ten months of coverage.

Waiting period no longer in effect

\$600 additional payment per week to all workers on top of what state pays.

Huge concern here is if self-funded will Feds still pay this amount (hopefully they will, as it is "in addition to required state payment")

Offer to "companies" Feds will reimbursed 50% of wages paid to employees if they keep them on payroll

Again this would be a nice option, especially those of us self-funded; however governments probably will get excluded from this

Also deferred or reimbursed FICA pay, but probably not for government

Emergency paid sick leave available April 2:

Two weeks' pay for all FT and PT workers. PT pay average of two weeks earnings from prior six months

Do not need to pay this if telework or remote work available

If sick time requested to care for oneself, self-quarantine by a doctor, or state quarantine (and have been told the "stay at home" counts for this) then pay at 100%

Capped at \$511 per day

If time requested to care for someone else that is sick or to care for children due to school closure then pay at 2/3. (This is applicable to both emergency sick leave and FMLA)

Capped at \$200 per day

Available to any employee regardless of how long they have worked

Remember this will be available all year, so even after brought back and up and running someone can still use this

New FMLA

Available to any employee that has worked 30 days, including all PT

Pay is given

Full pay for employee

2/3 for other person or watching child due to school closure

Capped at \$200 per day for all

Available for 12 weeks, first ten days unpaid unless emergency sick time above is used, but that is not required

If person is laid off or dismissed prior to 4/2, then only unemployment will be available. If they work for you after 4/2 then all is available and may be difficult to dismiss after as it could be considered retaliation for claiming new benefits.

Letter we sent was considered good to let staff know they are unemployed. To be completely clear it is simply easier to send following brief language to all PT staff:

**We have received questions regarding whether this situation is a 'layoff.' While we are hopeful that the layoff is temporary and short, it is a layoff effective [date]. You will be contacted if and when there is additional work available. Please let me know if you have any additional questions.**

I am still trying to decide the best course for us in that we are self-funded for unemployment. Especially with the added benefits we may be better off continuing to pay everybody something and not have them file. Especially if we could get the Fed credit. But if we have to pay the extra \$600 (if that happens and is applicable) then it would cost us more to have staff unemployed then just to keep paying them full wages. Hopefully will have this decided by Friday.

I AM IN NO WAY AM MAKING A RECOMMENDATION FOR HOW YOU HANDLE YOUR STAFFING OR WETHER YOU KEEP STAFF EMPLOYEED OR NOT.

IAPD webinar tomorrow will discuss most of this. PDRMA webinar (members only) Friday has focus on unemployment.