



News from Washington DC

In Partnership with the SBLC

Paycheck Protection Program Loan Forgiveness Application

On May 15, 2020, the US Small Business Administration (SBA) announced it's PPP loan forgiveness rules through the release of the PPP Loan Forgiveness Application. Through a series of instructions and worksheets, employers now have a much better understanding of how forgiveness will work, although the SBA application still leaves some important questions unanswered.

The CARES Act and original guidance had noted that to be forgiven, payroll costs AND non-payroll costs had to be both incurred and paid during the covered period. That has changed in the PPP Loan Forgiveness Application, which states that payroll costs may be incurred OR paid during the covered period, and that non-payroll costs may be incurred OR paid during the covered period.

In either case, the payroll costs and non-payroll costs may be paid outside of their applicable periods as long as they are paid on or before the first applicable due date immediately following the end of the applicable period for such costs.

A copy of the [fillable PDF application can be found here](#). The application will also be posted in the Member Only section of the website under COVID-19.

The American Institute of Certified Public Accountants (AICPA) has been actively engaged on this issue, and has useful information and tools on their website, including PPP loan calculators for different types of businesses with PPP loans. To access all of the AICPA PPP resources, go to: [PPP Resources for CPAs](#)

From NAW - Resources for Employers

As states continue to roll back stay-at-home orders and companies begin to plan on how they will return to the workplace, businesses are looking at federal, state and local laws to determine how they should proceed. The HR Policy Association, a close ally of NAW, has compiled a memorandum of key laws to be aware of in the midst of the COVID-19 pandemic. The memorandum covers the following subjects:

Occupational Safety and Health Act

National Labor Relations Act

Fair Labor Standards Act & State Compensation Laws

Workers' Compensation

Age Discrimination in Employment Act

Americans with Disabilities Act

Title VII

Federal Family and Medical Leave Act

Privacy Laws

Employee Retirement Income Security Act

State and Local Scheduling laws

"NAW members may find this information useful as you begin to plan for your own re-opening."

To view the Executive Summary, go to: [HR Policy Association Executive Summary](#)

To view the entire memorandum, go to: [HR Policy Memorandum](#)

Again, both of these documents will be posted on the website.

And more from NAW ... The Virtual Executive Employer - Exploring the Impact of COVID-19 on Your Business, Workforce and Beyond:

On May 7th & 8th, the *Little Law Firm* presented the Virtual Executive Employer Experience. For your convenience, they are providing complimentary access to the recorded presentations. *Little* also invites you to explore the firm's [resources for employers](#) to learn how COVID-19 is affecting various aspects of employment law, and how different jurisdictions around the world are addressing the outbreak.

To view the presentations, go to: [this link](#).

Reminder about COVID-10 Resource Pages From MRAA & NMMA

MRAA has COVID-19 resources [pages which can be found here](#). These pages include sections on general resources, government support, industry support, Ask the Expert

webinars and blogs. MRAA has offered this to anyone in the industry. If you have customers who would benefit from the information please feel free to share this with them.

The NMMA also has a [COVID-19 Action Center](#). You can find copies of the webinars they have done (including one on Friday that was a Q&A re: CARES Act), the US Treasury Department PPP Application Guidance, and the US Chamber's Guide on applying for Coronavirus Emergency loans.

State by State COVID-19 Responses

Included here is a [link](#) to the spreadsheet provided by MultiState Association that includes state and local COVID-19 response information.

In Case You Missed It

[Click here](#) for the **Request for Emergency Paid Sick Leave form** for employees. This will provide the record you need to document why your employees are not at work. This is documentation you will need.

The **FAQs for the Emergency Paid Sick Leave** can be found by [using this link](#).

Finally, the **Expanded Family Leave Law** has many changes to FMLA and includes more reasons for one to claim time out of work due to the Coronavirus. [Click here for FAQs](#).

Archived copies of this eNewsletter will be available in the [Members Only area](#).