

CARES, FFCRA, COVID-19 Oh My!

KEY IMPACTS



Agenda

Cares Act

- Unemployment Benefits
- Payroll Protection Program

Families First Coronavirus Response Act (FFCRA)

Unemployment Benefits – under CARES Act

Eligibility - What's Changed?

- ✓ Under 680 hour limit removed
- ✓ Self-employed are eligible

Denied regular unemployment
and have a COVID-19 related
reason for not working?



Apply for **Pandemic
Unemployment Compensation
(PUC)**

Unemployment Benefits – under CARES Act

Benefits - What's Changed?

- ✓ \$600 additional weekly benefit (retro active & automatic 3/29 through 7/25)
- ✓ Extended by 13 weeks (total max now 39 weeks. Available through 12/26)

Exhausted regular unemployment and have a COVID-19 related reason for not working?



Apply for **Pandemic Emergency Unemployment Compensation (PEUC)**

Weekly Benefit Amounts w/the Federal CARES act + \$600



Annual wage	quarterly wage	Weekly wage	Estimated weekly benefit	Benefit + Special \$600	% above/below their std weekly	\$ above/below their std weekly wage
\$ 30,000	\$ 7,500	\$ 577	\$ 288	\$ 888	154%	\$ 311
\$ 35,000	\$ 8,750	\$ 673	\$ 336	\$ 936	139%	\$ 263
\$ 40,000	\$ 10,000	\$ 769	\$ 385	\$ 985	128%	\$ 216
\$ 45,000	\$ 11,250	\$ 865	\$ 433	\$ 1,033	119%	\$ 168
\$ 50,000	\$ 12,500	\$ 962	\$ 481	\$ 1,081	112%	\$ 119
\$ 55,000	\$ 13,750	\$ 1,058	\$ 529	\$ 1,129	107%	\$ 71
\$ 60,000	\$ 15,000	\$ 1,154	\$ 577	\$ 1,177	102%	\$ 23
\$ 62,500	\$ 15,625	\$ 1,202	\$ 601	\$ 1,201	100%	\$ (1)
\$ 65,000	\$ 16,250	\$ 1,250	\$ 625	\$ 1,225	98%	\$ (25)
\$ 70,000	\$ 17,500	\$ 1,346	\$ 673	\$ 1,273	95%	\$ (73)
\$ 75,000	\$ 18,750	\$ 1,442	\$ 721	\$ 1,321	92%	\$ (121)
\$ 80,000	\$ 20,000	\$ 1,538	\$ 770	\$ 1,370	89%	\$ (168)
\$ 85,000	\$ 21,250	\$ 1,635	\$ 790	\$ 1,390	85%	\$ (245)
\$ 90,000	\$ 22,500	\$ 1,731	\$ 790	\$ 1,390	80%	\$ (341)
\$ 95,000	\$ 23,750	\$ 1,827	\$ 790	\$ 1,390	76%	\$ (437)
\$ 100,000	\$ 25,000	\$ 1,923	\$ 790	\$ 1,390	72%	\$ (533)

BREAK EVEN

**Additional \$600 per week will be available to nearly everyone on unemployment from March 29 through weekending July 25.*



- People can estimate their weekly benefit amount here: [benefit calculator on esd.wa.gov](https://esd.wa.gov/benefit-calculator)
- Note – this provides an estimate. For the actual weekly benefit amount, an individual has to apply

Unemployment Benefits

– Other


- ✓ Job Search requirement removed (until Stay at Home order is lifted)
- ✓ Shared Work

Payroll Protection Program – under CARES Act

Eligibility

- ✓ Under 500 employees
- ✓ In existence prior to 2/15/2020

Uses

- ✓ Payroll costs, including benefits
 - ✓ Interest on mortgage obligations, incurred prior to 2/15/2020
 - ✓ Rent, under lease agreements in force prior to 2/15/2020
 - ✓ Utilities, for which service began prior to 2/15/2020
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Payroll Protection Program – under CARES Act

Loan Forgiveness


- ✓ Anticipated that 75% or more of funds must be used on payroll
- ✓ Must maintain staff and payroll

of Staff: reduced if decrease full-time headcount

Level of Payroll: reduced if decrease salaries/wages by more than 25% for any employee earning under \$100,000 in 2019

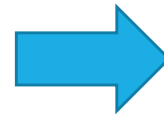
Re-Hiring: reduced if don't restore full-time employment and salaries for changes made between 2/15/20 and 4/26/20 by 6/30/20

Families First Coronavirus Response Act (FFCRA)

- ✓ Effective April 1, 2020
 - ✓ Private sector employers with fewer than 500 employees, certain public sector
 - ✓ Paid sick leave and expanded family and medical leave
 - ✓ Must be unable to work, including unable to telework for one of the 6 qualifying reasons
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Families First Coronavirus Response Act (FFCRA)

1. is subject to a Federal, State, or local quarantine or isolation order related to COVID-19;
2. has been advised by a health care provider to self-quarantine related to COVID-19;
3. is experiencing COVID-19 symptoms and is seeking a medical diagnosis;



Up to 2 weeks at 100% regular pay, up to \$511 daily and \$5,110 total

Families First Coronavirus Response Act (FFCRA)

4. is caring for an individual subject to an order described in (1) or self-quarantine as described in (2);

6. is experiencing any other substantially-similar condition specified by the U.S. Department of Health and Human Services.



Up to 2 weeks at 66% regular pay, up to \$200 daily and \$2,000 total

Families First Coronavirus Response Act (FFCRA)

5. is caring for his or her child whose school or place of care is closed (or child care provider is unavailable) due to COVID-19 related reasons



Up to 12 weeks at 66% regular pay, up to \$200 daily and \$12,000 total

That's it...questions?
