



Friday, April 10, 2020

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COVID-19 Employment Law Update



Our dog, Samui, has been a true therapy dog during these crazy times

Dear Clients and Friends,

I hope that you are all safe and healthy.

Here are some resources that may be useful to you:

For additional information regarding Federal Paid Sick Leave and Emergency FMLA, check out the DOL's [website](#). Employers must post this [notice](#).

Attached is a FPSL form for your use. Note, that FPSL and the tax credit appears to be available in limited circumstances. The SF and CA State quarantine/stay-in-place orders is not a qualifying reason under FPSL, except when a work site has not closed, the employer has "enough work for them," but they cannot work due to the governmental order. Feel free to reach out to me with specific questions.

Here is the Interim Final Rule related to the Paycheck Protection [Program](#).

One question that has come up a few times this week is *what qualifies as “payroll costs?”*

Per PP Interim Rule, “Payroll costs consist of compensation to employees (whose principal place of residence is the United States) in the form of salary, wages, commissions, or similar compensation; cash tips or the equivalent (based on employer records of past tips or, in the absence of such records, a reasonable, good-faith employer estimate of such tips); payment for vacation, parental, family, medical, or sick leave; allowance for separation or dismissal; payment for the provision of employee benefits consisting of group health care coverage, including insurance premiums, and retirement; payment of state and local taxes assessed on compensation of employees; and for an independent contractor or sole proprietor, wage, commissions, income, or net earnings from self-employment or similar compensation.”

US Chamber of Commerce has been hosting Town Hall Meetings. Check out the latest Town Hall [here](#).

CA Lawyers Association is hosting a free webinar on April 17, 2020 from 12 pm to 1 pm regarding Workers Compensation COVID-19 [Issues](#).

Lastly, many of you have applied for the Paycheck Protection Program loan to help with payroll costs. If any of you have successfully applied for and received monies for PPP, I am curious to hear about your experience to get some insight into the process. Feel free to email me with any information you may have.

All the best,

Leiann Laiks

Be advised that the information contained herein does not constitute legal advice and does not create an attorney-client relationship; instead, all information, content, and materials for general informational purposes only.

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201 Spear Street, Suite 1100
San Francisco, CA 94105
www.fusionlegalsf.com