

FFCRA Reminders

July 14, 2020

FFCRA Model Notice

Employers covered by the FFCRA paid leave provisions must post a notice that explains the FFCRA's paid leave provisions to employees. The notice must also include the Department of Labor Wage and Hour Division's complaint filing procedures for violations of the FFCRA. An employer satisfies the notice requirement by any of the following actions:

Posting the notice in a conspicuous place on the employer's premises;

Emailing the notice to employees;

Sending the notice by direct mail to employees; or

Posting the notice on the employer's internal or external website.

The notice must be posted from April 1, 2020 until December 31, 2020.



FFCRA for Employers of under 50 Employees

Per DOL FFCRA Notice FAQs

#7. I am a small business owner. Do I have to post this notice?

Yes. All employers covered by the paid sick leave and expanded family and medical leave provisions of the FFCRA (i.e., certain public sector employers and private sector employers with fewer than 500 employees) are required to post this notice.

Small businesses with fewer than 50 employees may qualify for exemption from the requirement to provide leave due to school closings or child care unavailability if the leave requirements would jeopardize the viability of the business as a going concern.



Emergency Paid Sick Leave: U.S. Department of Labor Enforcement Efforts On The Rise

When the FFCRA first went into effect, the statute itself provided for a temporary non-enforcement period for the first 30 days. That non-enforcement period expired on April 20, 2020.² Since then, the DOL's Wage and Hour Division has started investigating and enforcing FFCRA violations.

iSolved PPP Report Reminders

iSolved PPP Report Reminders

If the report shows no data, the problem is most likely to be the lack of a loan disbursement date. Check for the loan date on the Summary tab

CARES PPP Loan Forgiveness Report					
Client: ██████████ LLC					
Weekly FTE Hours: 40					
Weekly/BiWeekly Coverage Option: Include all payrolls paid or incurred in loan period					
Monthly/Semi-Monthly Coverage Option: Include all payrolls paid or incurred in loan period					
Covered Period Duration: 8 Weeks					
Reduction in Headcount					
					Payroll Periods in
Company Code	Company Name	Loan Date	Loan Period Type	Loan Period	Loan Period
████████	██████████ LLC	4/15/2020	Covered Period based on payrolls paid or incurred	4/15/2020 to 6/9/2020	3/30/2020 to 6/21/2020

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If we track your employer contribution for medical, dental, vision and HSA, check to see that the amounts being calculated on behalf of your employees look right. We may need to add a custom accumulator to be sure all eligible benefits are included.

Healthcare Cost is located on the Employee Loan Period Details tab – last tab in the report

0
Health Cost
105.32

Employee Loan Period Details

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If we track your employer contribution for retirement, check to see that the amounts being calculated on behalf of your employees look right. We may need to add a custom accumulator to be sure all eligible benefits are included.

Retirement Cost is located on the Employee Loan Period Details tab – last tab in the report

R
Retirement Cost
0.00

Workers Comp Reminder

Workers Comp

Businesses that have suspended operations due to COVID-19 but continue to pay employees who are at home but not working will not have to include the payroll paid to these employees in the calculation of their workers' compensation premium.

In order for you to take advantage of this, we will need to track the paid hours to furloughed employees in our system. Please send a request to customer service. You will need to let us know the time frame, the employee and hours paid.

We are answering your questions live on the air right now.

Please submit questions through the **Q&A function**,
not the chat option at the bottom of your screen.



Questions?

Please email:

questions@dominionpayroll.com

For resources, updates, webinar schedule, and FAQ's, please visit our

[COVID-19 Updates & Resources page](#)

