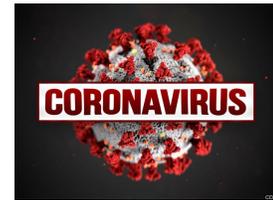


AlphaAlerts

Time sensitive alerts and updates on Payroll, Tax, HR Compliance, and more

COVID-19 Important Employer Updates

COVID-19 is drastically changing how employers are operating. The impacts continue to evolve each day, but every step of the way AlphaStaff has been by your side! In this AlphaAlert we provide information and resources to support you as you navigate these novel employment-related issues in the coming weeks and months. We remain committed to helping you face your COVID-19 obstacles and we thank you for your continued partnership.



Shelter-In-Place Spreads Across the Country

Governors and public health officials across the country are implementing stringent measures to help contain the spread of COVID-19. These shelter-in-place rules can have a significant impact on your operations. The law firm Littler has created a [chart](#) identifying jurisdictions where non-essential businesses are closed and public officials have encouraged and/or mandated residents to stay at home.

Employer Questions about Face Covering Requirements

More and more jurisdictions are imposing face-covering requirements in response to the ongoing COVID-19 pandemic, and the trend will likely continue to grow. Some orders (New York for example) specify that businesses must provide the face coverings for employees at the company's expense. This [article](#) from Littler covers common employer questions on face-covering requirements.



The Federal Government "CARES" about your Employees' Unemployment

The federal government has passed two major pieces of legislation injecting funding into state unemployment programs: the Families First Coronavirus Response Act signed into law on March 18, 2020, and the Coronavirus Aid, Relief, and Economic Security (CARES) Act signed into law on March 27, 2020. The bills have expanded states' ability to provide unemployment insurance for many workers impacted by COVID-19, including for workers who are not ordinarily eligible for unemployment benefits. AlphaStaff's unemployment team is working nearly 'round the clock to make sure claims are processed efficiently and compliantly. We encourage you to check out the [Society of Human Resources Professionals' explanation of the expansion](#), the U.S. Department of Labor's COVID-19 unemployment insurance relief [website](#), and the law firm Jackson Lewis' [50-state survey](#) breaking down each state's unemployment compensation programs.

You Have Questions, the DOL has Answers – Paid Leave under the FFCRA

The federal Department of Labor has answered many frequently asked questions associated with the paid leave provisions of the Families First Coronavirus Relief Act (FFCRA). The [Q&A](#) includes more than 70 answers to important questions about coverage, exemptions, applicability during business closures, pay calculations, etc. The DOL will continue to provide compliance assistance to employers and employees on their responsibilities and rights under the FFCRA.



CARES Act Relief Explained

The CARES Act includes significant assistance to help business keep their employees on payroll during the COVID-19 crisis. These benefits are potentially available to all employers and, in some cases, the federal government will cover many of the costs of continuing to pay your employees for a period of time. However, these new programs are complicated and there are important choices to make in deciding how to best utilize them. There are three new ways that you can now get assistance with payroll expenses during this crisis, **all of which are available to you as a PEO client**. Please [click here](#) for a side-by-side comparison of the CARES Act relief programs, and [here](#) for a flow chart of the different types of SBA loans available to small businesses affected by COVID-19.

Forgive and Forget? Practical Guidance for the Paycheck Protection Program

Businesses across the country are looking for relief to help them survive the impact of COVID-19. One key program, the Paycheck Protection Program (PPP), began receiving applications on April 3rd, causing a flurry of activity as small businesses rushed to apply for these government funds. Whether you are an applicant waiting for a decision, or you have already been approved, you may not have thought about all the various details that go into participating in this program. Please check out this [article](#) from the law firm Baker Donelson offering practical advice for using your PPP funds and seeking forgiveness.



U.S. Chamber an Important Ally to the Business Community

The US Chamber of Commerce is leading the charge in bringing resources and information to help businesses navigate this challenging time. The Chamber has developed a comprehensive [Small Business Guide](#) which includes a [state-by-state guide](#) to Coronavirus Financial Assistance programs, tips for [improving company culture remotely](#) and [recruiting during a pandemic](#), and guides for [Small Business Emergency Loans](#), [Economic Injury Disaster Loans](#) and the [Employee Retention Tax Credit](#). Things are changing fast during the COVID-19 outbreak and the Chamber continues to be a valuable resource for employers.



COVID-19 Resource Center – Compliance at your Fingertips

COVID-19 presents both personal and operational challenges that are unique and unprecedented. We know you have questions concerning your workplace and employees, and we have partnered with ComplianceHR, an on-demand suite of compliance applications, to provide you **immediate access to their COVID-19 Resource Center**. The COVID-19 Resource Center provides answers to some of the most pressing COVID-19-related questions, including health and safety, leaves of absence, wage and hour, discrimination, travel, and other employment issues. ComplianceHR is fueled by the knowledge and expertise of Littler, the world's largest labor and employment law firm.

COVID-19 Resource Center

AlphaStaff remains committed to doing everything we can to ensure your sustained success during these stressful times. Please contact us by email at solutionsdesk@alphastaff.com or by phone at 1-888-335-9545 if you have any questions.

Cristina Bouchard
President and CEO
www.alphastaff.com

