



# April 2020 News from TRICOM

## Table of Contents

- The Families First Coronavirus Response Act (FFCRA): Employer Paid Leave Requirements**
- Coronavirus Aid, Relief, and Economic Security Act (CARES Act)**
- April Webinar**  
COVID-19 and ESC Benefits
- Important Online Resources for COVID-19 Relief Updates**



Get the latest industry news, resources and updates right to your newsfeed by liking TRICOM on [Facebook](#) and following us on [Twitter](#)!

### Upcoming Webinar:

Essential StaffCARE discusses COVID-19 and the latest impact on employee benefits

**Date:** Thursday, April 9, 2:00 EDT / 1:00 CDT

**Duration:** 1 hour  
**Cost:** COMPLIMENTARY

[Click to View! >>](#)

### Events:

All upcoming industry events are cancelled until further notice.

### New On TRICOM.com!

We've established a COVID Resource Center on TRICOM.com with links to critical industry information from sources such as the IRS, U.S. Department of Labor, American Staffing Association, individual states, trusted news sources, and more. [Click here](#) for the latest updates.

Information contained within this publication is intended for informational purposes only and does not constitute legal advice or opinion, nor is it a substitute for the professional judgment of an attorney.

## Families First Coronavirus Response Act: Employer Paid Leave Requirements



The U.S. Department of Labor issued its first round of guidance on the provisions of FFCRA last week. Although many questions remain to be answered, here's what we know so far:

- FFCRA went into effect on April 1, 2020
- The paid leave provisions apply only to business that, at the time an employee's leave is taken, have fewer than 500 full-time and part-time employees, including temporary employees.

\*\*ASA will propose that firms who have fluctuating headcounts be permitted to use a fixed prior period for making the determination. For example, its average weekly headcount in the immediately preceding calendar year\*\*

• Temporary employees who are jointly employed by a staffing firm and its client must be counted by both employers in determining their respective size for purpose of FFCRA. The Family and Medical Leave Act typically views staffing firms and clients as joint employers. Further guidance is needed to determine precisely how temporary employees will be counted.

[CLICK HERE](#) TO READ ADDITIONAL EMPLOYER PAID LEAVE REQUIREMENTS, AS OUTLINED BY THE DEPARTMENT OF LABOR.

## Coronavirus Aid, Relief, and Economic Security Act (CARES Act)



Part of the sweeping COVID-19 relief legislation passed by Congress includes the Coronavirus Aid, Relief, and Economic Security Act (CARES Act). This act provides more than \$2 trillion in relief packages for both companies and families affected by COVID-19 pandemic.

[CLICK HERE](#) TO READ SOME OF THE HIGHLIGHTED PROVISIONS FOR THE STAFFING INDUSTRY.

## This Month's Webinar: COVID-19 and ESC Benefits



Thursday, April 9, 2:00 pm EDT / 1:00 pm CDT  
Cost: Complimentary

[Click to View! >>](#)

Presented by Essential StaffCARE, this webinar features important updates regarding the current Coronavirus pandemic and ESC Fixed Indemnity, MEC, and Bronze Major Medical plans.

COVID-19 has swiftly introduced enormous uncertainty into the day-to-day operations of staffing companies. The purpose of this webinar is to provide TRICOM clients offering ESC benefits with the information needed to confidently answer any employee questions that may arise regarding ESC benefits and COVID-19. In this brief webinar, we will discuss COVID-19 testing as it relates to our Bronze Major Medical, Fixed Indemnity, and MEC health plans, as well as the ESC Short-Term Disability benefit plan. We will also review the ESC "missed premium" feature and answer any questions you may have regarding your employees' use of our benefits at this time.

## Important Online Resources for COVID-19 Relief Updates

**IRS Coronavirus Tax Relief:**  
<http://www.irs.gov/coronavirus>

**Guide to the CARES Act:**  
<https://www.sbc.senate.gov/public/index.cfm/guide-to-the-cares-act>

**Department of the Treasury, Paycheck Protection Program (Sec. 1102):**  
<https://home.treasury.gov/cares>

- **Overview of PPA:**  
<https://home.treasury.gov/system/files/136/PPP%20--%20Overview.pdf>
- **Borrowers looking for more information:**  
<https://home.treasury.gov/system/files/136/PPP--Fact-Sheet.pdf>
- **Application for PPP:**  
<https://home.treasury.gov/system/files/136/Paycheck-Protection-Program-Application-3-30-2020-v3.pdf>
- **PPR Printable Borrower Application Form:**  
<https://www.sba.gov/sites/default/files/2020-04/PPP%20Borrower%20Application%20Form.pdf>

### U.S. Small Business Administration:

- **Coronavirus (COVID-19):**  
[www.sba.gov/disaster-assistance/coronavirus-covid-19](http://www.sba.gov/disaster-assistance/coronavirus-covid-19)
- **COVID-19 Economic Injury Disaster Loan Application:**  
<http://www.sba.gov/disaster-assistance/coronavirus-covid-19>

### U.S. Department of Labor: COVID-19 related to FFCRA

- **Temporary Rule: Paid Leave under FFCRA:**  
<https://www.dol.gov/agencies/whd/ffcra>
- **COVID-19 and the American Workplace:**  
<https://www.dol.gov/agencies/whd/pandemic>
- **Families First Coronavirus Response Act (FFCRA): Employer Paid Leave Rights:**  
<https://www.dol.gov/agencies/whd/pandemic/ffcra-employee-paid-leave>
- **Families First Coronavirus Response Act (FFCRA): Questions and Answers\*\*:**  
<https://www.dol.gov/agencies/whd/pandemic/ffcra-questions>

\*\*This site is updated daily with new F&Q so check back often and review all questions.

• **Required Poster to display and provide to your employees:**  
[https://www.dol.gov/sites/dolgov/files/WHD/posters/FFCRA\\_Poster\\_WH1422\\_Non-Federal.pdf](https://www.dol.gov/sites/dolgov/files/WHD/posters/FFCRA_Poster_WH1422_Non-Federal.pdf)

• **FLSA Q&A:**  
<https://www.dol.gov/agencies/whd/flsa/pandemic>

• **FMLA Q&A:**  
<https://www.dol.gov/agencies/whd/fmla/pandemic>