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# News from TRICOM

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### Don't Just Survive – Thrive: Creating a “New Normal” After the Initial Impact of COVID-19



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By Julie Ann Bittner, President / CEO, TRICOM

What a year it has been. For me, Friday the 13th of March will be forever etched in my mind. It was the day TRICOM enacted our Pandemic Plan. I still remember the blank faces, looks of shock, uncertainty, and confusion as I talked to our staff. That was over five months ago now and was something I thought would only last a few weeks. Today I hear a lot of “I can’t wait until 2020 is over.” We still have four months to go, so let’s make the best of it with our businesses.

You survived the initial shock of the pandemic breakout along with stay-at-home orders, then navigating your way through the FFCRA and CARES Act, applying for a PPP loan, getting your staff back to work, and loan forgiveness data. Now it’s time to refocus and put a plan for the “new normal” in place.

**CLICK HERE** TO READ HOW TO ADJUST YOUR STRATEGY IN TERMS OF YOUR EXISTING CLIENTS, PROSPECTS, AND WORKFORCE, WHILE BEING BOLD, COURAGEOUS, AND KEEPING THE LINES OF COMMUNICATION OPEN.

### Upcoming Webinar: Captives in the Hard Insurance Marketplace



Duration: 1 hour  
Cost: Complimentary

[Click to View! »](#)

The insurance marketplace is changing fast. In some areas, it has not been as hard or as distressed as it has been since the mid-80s. Captives have always been a great solution for most middle market staffing companies when it comes to securing long-term protection with cost stabilization. Join TRICOM and Odell Studner in our *Industry Insider* webinar as we explore all of the advantages and possible disadvantages to captives while also looking at why in a hard insurance marketplace even more staffing companies find themselves with the need to get educated on if a captive is the right insurance solution for them.

By the end of this session, you will obtain a brief overview of the insurance marketplace and know why more staffing companies are turning to captives as a solution.

### Critical Information on the Payroll Tax Deferral

On August 8, 2020, the President of the United States issued an Executive Order permitting deferral, under certain circumstances, of the employee share of payroll taxes until 2021. This Executive Order went into effect September 1, 2020 and will continue until December 31, 2020. This order establishes a Social Security tax deferral for employees paid every two weeks (bi-weekly) who are paid less than the threshold amount of \$4,000, or the equivalent threshold amount with respect to other pay periods.

The payroll tax deferral Executive Order presents both legal and implementation issues. On August 12, 2020, the U.S. Chamber of Commerce wrote Treasury Secretary Mnuchin expressing serious concerns about this Executive Order: “This Executive Order gives rise to significant questions about implementation. The Chamber appreciates recent reports that this Executive Order will be optional but needs additional clarification about who elects this application. **Further, there is uncertainty as to who is ultimately liable for the repayment of the deferred taxes, and when the repayment will be due and what mechanism will be used to collect that repayment.**”

**Recently, the Internal Revenue Service guidelines left employers on the hook to pay back the levy early next year.**

The IRS said employers that sign on to the option have to pay the money back by April 2021, most likely by doubling withholding for payroll taxes. Employers “may make arrangements to otherwise collect the total applicable taxes from the employee,” if necessary, the IRS said.

As important, the IRS guidance does not address the issue on how to handle employees that are no longer working for their employer at the end of the year, leaving employers unprotected.

Lastly, if employees choose to participate, the employee will have smaller paychecks next year when they have payroll taxes taken out of their paychecks twice.

Jim Paretto, Michael J. Lotito, and William Hays Weissman with Littler Mendelson posted August 31, 2020, “The guidance (IRS) leaves several clear takeaways. First, it is clear that an employer is permitted to defer payment of these taxes, but is not required to. Second, it is likewise clear that unless further action is taken (likely by Congress), these taxes are merely deferred, not forgiven, and will be due by the end of April 2021. Finally, it is not clear what, if any, role an individual employee plays with respect to determining whether they want their share of these taxes deferred, or paid in the normal course. Employers will want to keep each of these points in mind as they evaluate whether or not to participate in this elective deferral.”

These are all important questions that need to be considered when determining to participate in this Executive Order.

So what’s next?

TRICOM will **not** automatically enroll any company into this Executive Order. As the company owner, you will need to decide, “Do I want to do this?” If so, please contact your payroll processor and communicate that you will be offering your employees the ability to elect a Social Security tax deferral. We will require an email indicating your participation in this deferral and the potential liability of the taxes. You will also need to communicate the employees who have elected the tax deferral.

**Please understand, if you decide to implement the deferral, you may be responsible to pay the deferral if not recouped from the employee.**

If you have questions, your staff contact Mary Jo Heim; 262-509-6214 or 800-348-4815.

### Did You Know? TRICOM Selects StaffACA as a Preferred Provider for ACA Reporting

TRICOM has compiled a list of staffing industry service providers that meet our high standards for quality, service, and value. One such provider is StaffACA. As a full service ACA reporting solution, StaffACA removes the questions, compliance issues, and the headaches for staffing professionals looking for a proven partner to fulfill their 1095 reporting. By aligning themselves with experts in payroll & administrative services like TRICOM, they are able to deliver excellent solutions to businesses not well equipped to generate, distribute and electronically file the ACA forms. As their name implies, they specialize in ACA reporting and tracking for the staffing industry.

Customers appreciate the flexibility of StaffACA’s packages to match their needs in full-service pricing, timeliness. As a highly trained team, they excel in a full-service capacity reducing the time commitment of customers and putting most of the work on themselves. With options ranging from self service to full service including dedicated account managers and data technicians, they are able to deliver wonderful results based on each employer’s needs.

For more information or for the latest ACA updates, contact them at 844-829-0738 or visit [staffaca.com](http://staffaca.com) for packages, pricing and more.



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

### Upcoming Webinar:

**Captives in the Hard Insurance Marketplace**

Duration: 1 hour  
Cost: COMPLIMENTARY

[Click to View! »](#)

### Events:

**October 19-22** — ASA Virtual Staffing World 2020. Visit [americanstaffing.net/sw20/](http://americanstaffing.net/sw20/) for more information.

**October 27-28** — Virtual SIA Healthcare Staffing Summit. Visit [cvent.com/events/2020-healthcare-staffing-summit-virtual-event/event-summary-59c10e74fd96412fb2d0688aefbea992.aspx](http://cvent.com/events/2020-healthcare-staffing-summit-virtual-event/event-summary-59c10e74fd96412fb2d0688aefbea992.aspx) for more details.

**October 28-30** — California Staffing Professionals Owner’s Only Retreat. Renaissance Resort, Indian Wells, CA. Visit [cspnet.org](http://cspnet.org) for information.

### New On TRICOM.com!

August’s *Industry Insider* webinar, *Workers Compensation Trends and Biometrics Update*, is now online! Join TRICOM and World Wide Specialty Program for an update on the things you need to know about worker’s compensation trends and biometrics including, the Biometric Information Privacy Act (BIPA), employment practices liability trends, worker’s compensation trends, and the overall state of insurance and staffing. By the end of this session, you’ll know the insurance landscape for your staffing business. [Click here](#) to view the webinar presentation.

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