



IECRM MEMBER FORUM

Catching Up with COVID-19 What's New for Business, Industry, Employees and Community

Wednesday, July 15, 2020

7:30 AM - 8:30 AM

Hosted by IECRM

IECRM has been honored to help you navigate through these unprecedented times during the COVID-19 crisis. Below you will find a bulleted recap of the discussion and helpful links to resources mentioned in today's Member Forum.

Member Forums will be scheduled bi-weekly beginning in July. Please watch your inbox for future dates.

Upcoming Member Forum Dates: July 29, 7:30 AM.

If you have any questions about the Forum, or suggestions for future Member Forums, please contact IECRM CEO Marilyn Akers Stansbury at marilyn@iecrm.org or 303-848.2513. [Sign up for our Weekly Online Member Forums here.](#)

Watch the [VIDEO RECORDING](#) of today's forum. It will also be sent out through IECRM Membership communications. If you are not currently receiving these important emails, let us know at info@iecrm.org.

MEMBER FORUM RECAP

Colorado has slowed the spread of COVID-19 through Stay-at-Home and Safer at Home orders, and we must keep it up. The virus is still present in Colorado and can re-surge at any time. Colorado's businesses are performing slightly better than national averages on several key metrics, including monthly payments like rent or utilities, number of employee hours worked, and number of employees retained. Furthermore, our statewide unemployment rate, while persistently and unacceptably high, remains three points lower than the national average.

Right now, we are in **Level 2: Safer at Home and in the Vast, Great Outdoors**. While we are all still safer at home, we are also able to practice greater social distancing in our vast outdoors than in confined indoor spaces. Much of Colorado is now open with restrictions to prevent the spread of COVID-19 and protect those at highest risk for severe illness.

Today's Member Forum, our first in about a month, focused on catching up with each other and taking a look at what's new from Governor Polis, for business and industry as well as employees and the community.

Subject Matter Experts (SMEs) included:

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- **Pete Aden, CPA, CCIFP, Partner**
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New Developments

- Today, July 15, is tax deadline day. First and second quarter taxes also are due today.
- Many questions being asked are related to the taxability of PPP loans and stimulus money.
 - PPP rules keep changing
 - The government seems to be trying to make the majority of these funds forgivable while still pursuing those who have misused or abused these funds.
 - Banks are starting to hold webinars about loan forgiveness
 - Count on policies continuing to evolve/change
 - 8 and 24 week options for loan forgiveness or repayment are determined by the date an organization first received its PPP
- **HB 20-1420** (Adjust Tax Expenditures for State Education Fund) went into effect July 11, 2020, further complicating state tax filings.

COVID-19 Mandates Extended or Amended Orders Update

- Public Health Orders: policies mostly remain the same
 - Majority of changes impact personal behavior i.e. temp checks, recording symptoms, reporting to the health department, etc.
- Paid Sick Leave: the biggest change
 - Originally only applied to employers with more than 500 employees
 - Exemptions for small businesses still unclear
 - **Colorado Employers Face Two Rounds of New Paid Sick Leave Requirements (UPDATED)**
 - **Families First Corona Virus Response Act**
 - As of July 14, new legislation enacted (**SB20-205-Sick Leave for Employees**) to provide paid sick leave for Colorado employees which is vital right now during this pandemic and in the future. We now have mandatory sick leave:
 - Beginning January 1, 2021 any employers with 16 or more employees
 - In January 2022 mandatory sick leave applies to ALL businesses
 - Colorado is one of 12 states with these requirements
 - An employee:



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- Begins accruing paid sick leave when the employee's employment begins; they earn one hour for every 30 hours worked.
 - May use paid sick leave as it is accrued; and
 - May carry forward and use in subsequent calendar years paid sick leave that is not used in the year in which it is accrued.
- o Employees may use accrued paid sick leave to be absent from work for the following purposes:
- The employee has a mental or physical illness, injury, or health condition; needs a medical diagnosis, care, or treatment related to such illness, injury, or condition; or needs to obtain preventive medical care;
 - The employee needs to care for a family member who has a mental or physical illness, injury, or health condition; needs a medical diagnosis, care, or treatment related to such illness, injury, or condition; or needs to obtain preventive medical care;
 - The employee or family member has been the victim of domestic abuse, sexual assault, or harassment and needs to be absent from work for purposes related to such crime; or
 - A public official has ordered the closure of the school or place of care of the employee's child or of the employee's place of business due to a public health emergency, necessitating the employee's absence from work.
- o Employers may require documentation from the employee if they take four or more consecutive paid sick days.
- o Employees accrue sick leave immediately upon hiring
- One hour for every 30 hours worked
 - Can accrue up to 48 hours/year; can roll that leave into following years
 - Applies to full-time and part-time employees.
 - Does not have to be paid out if the employee is terminated
 - Rehired employees within 6 months of termination will have access to the sick leave they accrued before the termination
 - Sick leave moves over if another company acquires that business
 - There must be a carryover policy regarding subsequent years
 - Documentation is required if an employee uses four consecutive days
 - Additional sick leave is required in the event of a public health situation
 - Families First requirements are applicable NOW
 - The other takes effect on January 1, 2021



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- Must retain records documenting hours worked; sick leave accrued; and provide to the State Department of Labor when requested

Reopening Schools

- If schools remain closed (online learning only) parents could qualify for leave under **Families First Legislation**. [Back-To-School FAQs For Educational Institutions During The COVID-19 Era](#)
- Issues to consider:
 - Be cautious in what choices you make
 - Having some employees stay home while others can come into the office could be seen as discriminatory (especially if it's men over women or an age issue)
 - Do an assessment of employees. Do they qualify under FMLA? Can accommodations be made for employees working from home?
 - Understanding contract tracing protocol in the workplace by using [6-15-48](#).
 - “You will need infected employees to identify others who worked within 6 feet of them, for 15 minutes or more, within the 48 hours prior to the sick individual showing symptoms, or later.”
 - [Fisher Phillips resource: 6-15-48: These 3 Numbers Offer A Simple Way to Understand Contact Tracing in The Workplace](#)
 - [CDC General Business FAQs](#)
 - [COVID-19 and the Family and Medical Leave Act Questions and Answers](#)
 - Adult Learning: Refer to [Back-To-School FAQs For Educational Institutions During The COVID-19 Era](#)

Impact on Electrical Distribution Sector

- Communication with customers/contractors remains paramount
- Supply chain disruptions
 - American made products have longer lead times
 - With COVID resurging in parts of the US and Mexico, some manufacturing plants could close again
- UV Lighting
 - There's an increase in the number of manufacturers producing products for this field
- Temperature check solutions
 - Thermal imagers are not typically for human temperature checking because of a potential 5+ degree swing
- Cleaning and sanitizing classrooms (Milwaukee handouts attached to email)



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Upcoming Events

Summit Awards

- Will be held on August 13 virtually/online
- **COVID Champion Awards** still open for entries. Deadline is 7/31; Enter [here](#)
- Registration is open and sponsorships are available [here](#)

Next Member Forum

- July 29th at 7:30 AM
- Pinnacle Assurance will be in the SME seat to provide additional information about contract tracing and other issues related to workman's comp claims

IECRM/NECA Inspector Meetings. Contact Paul Lingo at paul@iecrm.org with any questions. Join Zoom Meeting: <https://us02web.zoom.us/j/84432929639>

- **Upcoming Dates (using same link):**
 - Aug 19, 2020 11:00 AM
 - Sep 16, 2020 11:00 AM
 - Oct 21, 2020 11:00 AM
 - Nov 18, 2020 11:00 AM
 - Dec 16, 2020 11:00 AM

Additional COVID-19 Links

- **State of Colorado COVID Resources** <https://covid19.colorado.gov/protect-our-neighbors> - New Executive Order in DRAFT through 6/18/2020
- **Department of Labor Families First information:**
<https://www.dol.gov/agencies/whd/pandemic/ffcra-employee-paid-leave>
- **Fisher Phillips COVID Resources- sign up for info alerts:**
<https://www.fisherphillips.com/resources-alerts-comprehensive-and-updated-faqs-for-employers>
- **Wipfli COVID-19 Resource Page:**
<https://www.wipfli.com/covid-19-resource-center>
- **IECRM COVID-19 Updates and Resources (with links to all forum recaps and resources):**
<https://iecrm.org/iecrm-covid-19-updates-resources/>