



Information Relevant to the Families First Coronavirus Act

- Payroll Tax Credits:
 - Refundable credits for employers with fewer than 500 employees
 - Employers with 50 or fewer employees may be exempt if the implementation of the programs would challenge the viability of the business.
 - Credit is claimed against the employer share of the payroll tax liability – immediate dollar for dollar offset to payroll taxes. Refunds will be expedited.
 - Payments to employees are taxable income to the employees.
 - Employer includes the credit amounts as taxable income.
 - Applicable only to wages paid during the period of 15 days after enactment and ending December 31, 2020 (April 2, 2020-December 31, 2020)
 - Full and Part time employees are eligible (with different hour eligibility amounts)
 - These credits are increased by the employers qualified health care plan expenses properly allocable to that time period.
 - The credit is reduced by any Work Opportunity Credit or Payroll Tax Credit for Increasing Research Activities
 - Employers can pay more but credits are limited to below:
 - Credit for sick leave wages
 - Employers would be required to pay employees full wages up to \$511 per day and \$5,110 in total.
 - Employee must be unable to work due to:
 1. Subject to quarantine related to COVID-19
 2. Advised to self-quarantine related to COVID-19
 3. Experiencing symptoms of COVID-19 and seeking a medical diagnosis
 - Employers would be required to pay employees 2/3rds of wages up to \$200 per day and \$2,000 in total.
 - Employee must be unable to work due to:
 4. Caring for an individual who is subject to quarantine
 5. Caring for a son or daughter if the school or child-care provider is closed
 6. Any other substantially similar condition as specified by HHS
 - The total number of days considered for the calendar quarter regarding an employee cannot be more than the excess (if any) of 10 over the total number of days considered for all preceding calendar quarters.
 - Credit for emergency family leave wages (child care leave)
 - Employers are required to provide family leave to employees who are unable to work due to a need to care for a son or daughter under the age of 18 because the school has closed or the childcare provider is unavailable.
 - Employee must have been on the job for more than 30 days.
 - The first 10 days are unpaid leave. Paid leave is required for 10 weeks after that.
 - Employers would be required to pay employees no less than 2/3rds of wages up to \$200 per day and \$10,000 in total
 - Employers can not take this credit and the credit for paid family and medical leave.



- Self-Employment Credits:
 - Refundable Credits
 - Must be working in US Possessions
 - Must maintain documentation
 - Self-employed individuals must carry on a regular trade or business for self-employment purposes
 - If employed and self-employed, both credits can not be taken.
 - The number of days considered for any tax year is the excess (if any) of 10 days minus the number of days taken into account in all preceding tax years.
 - Sick Leave Equivalent Credit
 - Must be otherwise eligible for the paid sick leave credit above as if they were considered an employee of an employer
 - The Credit equivalent amount is equal to the number of days the self-employed person cannot perform duties and would be eligible for sick leave as discussed above as if they were an employee multiplied by:
 - The lesser of \$511 or 100% average daily self-employment income if out of work for reasons 1-3 listed above (\$5,110 max) OR
 - The lesser of \$200 or 67% of the average daily self-employment income if out of work for reasons 4-6 above (\$2,000 max).
 - Qualified Family Leave Equivalent Credit
 - Must be otherwise eligible for the paid family leave credit above as if they were considered an employee of an employer
 - The Credit equivalent amount is equal to the number of days (up to 50) the self-employed person cannot perform duties and would be eligible for family leave as discussed above if they were an employee multiplied by:
 - The lesser of 67% of the average daily self-employment income OR \$200
 - The average daily self-employment income is net earnings from self-employment divided by 260.