



HIGH LEVEL SUMMARY OF CARES ACT & FFCRA APPLICABLE PROVISIONS

Reimbursement of Unemployment Benefit Costs

- 50% of costs of unemployment benefits provided to laid-off employees may be reimbursed¹

Delay of Payroll Tax Remittance

- Employer can delay its portion of payroll taxes between now and 1/1/21
- Then, 50% would be due by 12/31/2021; remaining 50% would be due by 12/31/2022

Employee Retention Credit

- Employer's business is fully or partially suspended by government order due to COVID-19 in a calendar quarter
- Also applies to employers with gross receipts down 50% (measured by calendar quarter)
- Eligible for 50% of qualifying wages paid up to \$10,000
- Wages paid between 3/13/2020 and 12/31/2020 are eligible
- Get 50% of wages paid up to \$10k per employee in refundable tax credit
- Credit applies to wages paid 3/13-12/31/2020
- 100+ employees – applies to employees not providing services (i.e., furloughed employees)
- Employees 100 or less – applies to all employees paid during the period
- See <https://www.irs.gov/newsroom/irs-employee-retention-credit-available-for-many-businesses-financially-impacted-by-covid-19> for more information

Possible Loans for Mid-Size Businesses

- Secretary of Treasury is to create loan program for employers with between 500 and 10,000 employees²
- 2% interest rate loans w/ 6 month no payment time period
- Loans will need to be necessary to support ongoing operations and be used to retain at least 90% of workforce
- Details to follow....

EMPLOYERS WITH UNDER 500³ EMPLOYEES

Paycheck Protection Loan – Only available to employers with less than 500 employees in the aggregate

- SBA affiliate rules have disqualified our Chapters for this program

Economic Injury Disaster Loans – Only available to employers with less than 500 employees in the aggregate

- SBA affiliate rules have disqualified our Chapters for this program

¹ This appears to be funneled through states. As further information is available, The Arc New York will share.

² If the same affiliate rules apply, we will be unlikely to qualify for these.

³ All FT and PT employees are included in this count.