

# Are you ready for the webinar?

1. Hover your mouse on the center of your screen to see the toolbar.
2. Click on the microphone button to MUTE yourself
3. Click on the chat button and the box to the right will appear —>
4. At the bottom of the chat box, type the name of your business/organization so that we know who is joining us today.

(The chat feature may also be used to submit questions during the webinar. If time allows at the end, we will do our best to ask the speakers these questions)

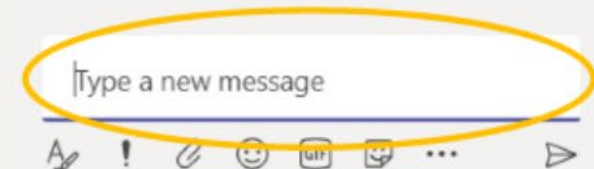


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Open the chat

*(A line will appear over the mic when it is muted.)*

Type your business name  
and any questions here.



# Unemployment, Layoffs, and Shared Work

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COLUMBIA  
CHAMBER  
OF COMMERCE

*Engaging Business  
for Community Excellence*

# Guest Speakers

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## **Dee Rose**

*Strategic Communications Director*  
Missouri Department of Labor

## **Glenn Spencer**

*SVP, Employment Policy*  
U.S. Chamber of Commerce

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# SHAREDWORK

## AN ALTERNATIVE TO LAYING OFF EMPLOYEES

“It's one of the best programs we have participated in. It allows us to keep good employees during the slow times by supplementing their income with unemployment benefits.”

Roy Rutledge, Director of Human Resources, Quaker Window Products

## HOW IT WORKS FOR BUSINESSES

### REQUIREMENTS FOR THE BUSINESS:

- Normal hours are reduced between 20 and 40 percent
- Affects at least 10 percent of employees
- If fringe benefits are provided, they must continue

### HOW WILL IT AFFECT YOUR RATES?

Shared Work benefits will be charged to an employer's account in the same manner as regular unemployment benefits.

Several factors can affect an experience rating. The Division of Employment Security has knowledgeable specialists that can help guide you through the process.

### WHEN BUSINESS IMPROVES

When business improves, and your workers can return to full time, simply notify the Division. Your account will remain available during the year, if your business needs it.

For Example:

A business that is facing a 20 percent reduction in production usually lays off one-fifth of its workforce.



**-20%  
PRODUCTION**

=



Under Shared Work, the firm retains its total workforce on a four-day-a-week basis.

Allows the business to retain

**100%  
of employees**

**M T W Th F**

32 Hours - 8 Hours  
Production cut by needed 20 percent

Reducing hours from 40 to 32 cuts production by the needed 20 percent.

Workers receive wages for the four-day workweek AND get \$ from the Shared Work Program.



The business keeps all employees AND reduces labor costs.



**WIN**

**\$**

**WIN**

MODES-4786 (03-20) AI  
Benefits

## HOW IT WORKS FOR EMPLOYEES

### REQUIREMENTS FOR THE EMPLOYEE:

- The employee must accept all normal work hours offered by the participating employer for the claim period filed.
- The employee must be eligible for regular unemployment benefits.

### ADDITIONAL UNEMPLOYMENT BENEFIT INFORMATION

- The first eligible week counts as the waiting week.
- The amount paid from Shared Work will be deducted from the maximum benefit amount, or the total benefits one is eligible to receive.
- Partial benefits are available up to 52 weeks, but cannot receive more than the maximum benefit amount.
- If the employer does not submit a shared work week and the employee files for unemployment benefits, the employee will be required to complete three work search activities during the week. The employee will be credited one completed work search for each day worked during the week.
- For more information about Missouri's unemployment benefits visit, [labor.mo.gov/DES/Claims](http://labor.mo.gov/DES/Claims).

For Example:

If an employee earns

\$773.06 per week (\$154.61 per day)

then loses his job, they would be entitled to receive

\$320 a week from unemployment benefits

(known as weekly benefit amount)

Missouri's maximum weekly benefit amount is \$320.

Determine payment from day of layoff:



Employee earns normal wages from four-day workweek **M T W Th** AND receives benefits from the Shared Work Program for the day of layoff. **F \$64**

## SHARED WORK

Rather than a layoff, the Shared Work Unemployment Compensation Program allows an employer to divide the available work among a group of affected employees. These employees receive a portion of their unemployment benefits while working reduced hours up to 52 weeks.

Shared Work is intended for businesses faced with a reduction in available work.

For more information or to enroll in Shared Work:

[SHARED.WORK@LABOR.MO.GOV](mailto:SHARED.WORK@LABOR.MO.GOV)

573-751-WORK (9675)

**IMPORTANT:** If needed, call 573-751-9675 for assistance in the translation and understanding of the information in this document.  
**¡IMPORTANTE!** Si es necesario, llame al 573-751-9675 para asistencia en la traducción y entendimiento de la información en este documento.

Missouri Division of Employment Security is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. TDD/TTY: 800-735-2966 Relay Missouri: 711



**DIVISION OF  
EMPLOYMENT  
SECURITY**

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# Resources from the MO Dept. of Labor

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*Virtual Assistant for Unemployment (upper right-hand corner)*

<https://labor.mo.gov>

*Unemployed Workers Tab (FAQs about regular unemployment)*

<https://labor.mo.gov>

*FAQ Videos for How Unemployment Works*

<https://labor.mo.gov/des/videos>

*FAQs : Federal Legislation, Unemployment Info, Workers' Comp, Discrimination*

<https://labor.mo.gov/coronavirus>

*Shared Work Information (layoff alternative)*

<https://labor.mo.gov/shared-work>

*Partial Benefits Calculator for those Working Part-Time*

[https://labor.mo.gov/DES/Claims/partial\\_benefit](https://labor.mo.gov/DES/Claims/partial_benefit)

**Email for Assistance:**

Claimant Assistance - [esuiclaims@labor.mo.gov](mailto:esuiclaims@labor.mo.gov)

Employer Tax Assistance - [esemptax@labor.mo.gov](mailto:esemptax@labor.mo.gov)

U.S. CHAMBER OF COMMERCE

# The Federal CARES Act

MAJOR PROVISIONS | IMPLEMENTATION | RESOURCES



# Overview & Major Provisions for Individuals

## **\$2 Trillion Package**

- Through the Federal Reserve potential for additional \$4 trillion in support for the economy
- Referred to as the “Phase 3” Bill

## **Automatic Payments to Individual Taxpayers**

- \$1,200 per individual (\$2,400 joint return) + \$500 per child
- Phased out for incomes above \$75,000 (\$150,000 joint)

## **Expanded Unemployment**

- Most restrictions on eligibility suspended if related to COVID-19
- Additional \$600 per week on top of regular state benefit (through July 31)
- Eligibility ends when individual can return to work
- Benefits provided through State UI offices

# Major Provisions for Employers

## **All Employers**

- Tax Changes
- Employee Retention Credit

## **Larger Employers**

- Loans, Loan Guarantees, Federal Reserve Credit Facilities

## **Small Businesses, Self-Employed, Independent Contractors, & Non-Profits**

- Paycheck Protection Program
- SBA Economic Injury Disaster Loans (EIDL)



# All Employers

## Payroll Taxes

- Delay payment of employer payroll taxes (Social Security) between now and 1/1/21
- 50% due 12/31/21 and 50% due 12/31/22
- Does not apply to employers who have loans forgiven under Paycheck Protection Program

## Tax Changes

- Net Operating Loss (NOL) for '18, '19, & '20 can be carried back 5 years, suspend 80% limitation, extends to pass-throughs and sole proprietors
- Accelerate recovery of AMT credits
- Election to increase limit on interest deductibility to 50% for '19 & '20
- Qualified Improvement Property (QIP) fix

# All Employers

## Employee Retention Credit

- Employers fully or partially shutdown or with 50% drop in gross receipts in a quarter compared to prior year (until return to 80%)
- Refundable tax credit for 50% of the wages (including employers health plan expenses) paid by the employer up to \$10,000 per employee
- Employers with more than 100 employees applies to employees not providing services
- Employers with 100 or less employees applies to all employees paid during the eligible period
- Employers are not eligible if they receive a Paycheck Protection Program loan
- Allows for advance payment of the credit

# Mid-Size & Larger Employers

## **Loans, Loan Guarantees, Federal Reserve Credit Facility**

- \$454 Billion to the Treasury Department for loans, loan guarantees, or to support Federal Reserve Credit Facilities
- Special programs for airline industry and critical national security businesses
- Restrictions on stock-buy-backs and executive compensation
- Likely to see new programs through the Federal Reserve that will support lending by financial institutions to businesses

# Small Businesses, Self-Employed, ICs, Non-Profits

## Paycheck Protection Program

- \$349 Billion in loans for small business (generally less than 500 employees), 501(c)(3)s, self-employed, sole proprietors, and independent contractors
- Loans equal to the lesser of 2 ½ months of average payroll or \$10 million
- Loans by local and national lenders
- Minimal requirements (e.g. no collateral, no personal guarantee)
- Loans convert to grants equal to amount spent on payroll, rent, interest on mortgage, and utilities for the 8 weeks after origination
- Loan forgiveness is reduced proportionally if the employer reduces number of FTEs
- Loan forgiveness is reduced if employer reduces wages by more than 25%
- Employer can avoid reduction in forgiveness if they bring back employees and restore wages generally within 30 days and maintain through June 30

# Learn More About the Paycheck Protection Program

Download our guide:

[www.uschamber.com/sbloans](http://www.uschamber.com/sbloans)

Prepared by the U.S. CHAMBER OF COMMERCE

## CORONAVIRUS EMERGENCY LOANS Small Business Guide and Checklist



The Coronavirus Aid, Relief, and Economic Security (CARES) Act allocated \$350 billion to help small businesses keep workers employed amid the pandemic and economic downturn. Known as the Paycheck Protection Program, the initiative provides 100% federally guaranteed loans to small businesses.

Importantly, these loans may be forgiven if borrowers maintain their payrolls during the crisis or restore their payrolls afterward.

The administration soon will release more details including the list of lenders offering loans under the program. In the meantime, the U.S. Chamber of Commerce has issued this guide to help small businesses and self-employed individuals prepare to file for a loan.

Here are the questions you may be asking—and what you need to know.

# Small Businesses, Self-Employed, ICs, Non-Profits

## **SBA Economic Injury Disaster Loans**

- Small businesses and non-profits (including faith-based) with fewer than 500 employees, sole proprietors, independent contractors
- Up to \$2 million working capital loan up to 30-year term; 3.75% (2.75% non-profits)
- Payments deferred up to 1 year
- Loans based on credit scores; no tax returns required
- Up to \$200,000 without a personal guarantee
- No collateral for \$25,000 or less; general security interest instead of real-estate for larger loans
- \$10,000 emergency grant within 3 days that does not have to be repaid
- Interacts with Paycheck Protection Program
- Apply through [SBA.gov](https://www.sba.gov)



## Paid Sick Leave – From Phase 2 Bill

- Employers with less than 500 employees are required to provide 10 days of paid sick leave, if leave is related to COVID-19
- Sick leave can be taken when ill, quarantined due to exposure, to take care of a sick or quarantined family member, or to take care of a child during a school closure
- Leave is paid at regular rate with a maximum of \$511 per day if taking care of self; paid at 2/3 rate with a maximum of \$200 per day if caring for family member
- Payment up to the maximum is reimbursed by the federal government
- Leave is in addition to any other leave an employer already provides
- Businesses with less than 50 employees may be exempt from providing leave related to caring for a child whose school or daycare is closed if providing leave threatens the viability of the business
- Paid sick leave is not available if an employee can telework

## Paid FMLA Leave – From Phase 2 Bill

- Employers with less than 500 employees are required to provide up to 10 weeks of paid FMLA leave if an employee needs to take care of a child due to a school or child care closure caused by COVID-19
- Leave is paid at 2/3 regular pay at a maximum of \$200 per day and \$10,000 in the aggregate
- Paid FMLA is in addition to any leave an employer provides
- Payments for FMLA leave will be reimbursed by the federal government up to the maximum
- Businesses with less than 50 employees may be exempt from providing leave related to caring for a child whose school or daycare is closed if providing leave threatens the viability of the business
- Paid sick leave is not available if an employee can telework

# Get More Information

- [www.uschamber.com](http://www.uschamber.com)
- Small Business Resources: [www.uschamber.com/co](http://www.uschamber.com/co)

# U.S. CHAMBER OF COMMERCE



# Resources

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***U.S. Chamber Article: How to Handle COVID-19 Layoffs & Furloughs***

<https://www.uschamber.com/co/run/human-resources/handling-coronavirus-layoffs>

***Paycheck Protection Program (PPP) FAQ***

<https://www.sba.gov/funding-programs/loans/coronavirus-relief-options/paycheck-protection-program-ppp>

***Additional PPP Info and Updates***

<https://www.uschamber.com/co>

# Guest Speakers

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**Dee Rose**

*Strategic Communications Director*  
Missouri Department of Labor

**Tom Sullivan**

*VP, Small Business Policy*  
U.S. Chamber of Commerce

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# Unemployment, Layoffs, and Shared Work

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# Join Us for Thursday's Webinar

**Missouri Legislative Update with Senator Rowden**  
**Thursday, April 16 at 11:00 AM**

*Join the Columbia Chamber of Commerce for a virtual legislative update with Senator Caleb Rowden. Register for this webinar on the Chamber's website to receive the webinar link/phone number where you may join the webinar. There is no cost to register.*

Register for free: [www.ColumbiaMOChamber.com](http://www.ColumbiaMOChamber.com)

# Thank You for Attending!

Additional COVID-19 resources are available on the Chamber's website. We are updating our page daily to assure that you have access to accurate information.

<https://columbiamochamber.com/resources/covid-19-resources>



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