

**March 31, 2020 Chat from Q&A Presentation hosted by Melanie Schmidt (Timpano Consulting)**

**Featuring Mindy Rowland (Spark), Melissa Scholz (Scholz Nonprofit Law),  
Salli Martyniak (Community Reimagined), and Jim McNulty (Oak Bank)**

*NOTE: content has been edited to remove participant names and for relevancy*

- 13:00:56 From Melanie Schmidt : Welcome to the Q&A session. Following are a few links you may find valuable as you consider resources available through the CARES (Coronavirus Aid Relief and Economic Security) Act.
- 13:01:33 From Melanie Schmidt : A checklist tool from the U.S. Chamber of Commerce  
[http://send.alliance1.org/link.cfm?r=H-xLGbrRFopsQYiQr\\_oi7g~~&pe=EbueBteRARCFrCiwKZ4C5v370IKA59zUVw3QfWfWqJvFhpS5DxQQbD82OXkmNgFslO8a\\_pnhObJd5G5jnz3vA~~&t=tWEevVpxr09glAilYZxa0w~~](http://send.alliance1.org/link.cfm?r=H-xLGbrRFopsQYiQr_oi7g~~&pe=EbueBteRARCFrCiwKZ4C5v370IKA59zUVw3QfWfWqJvFhpS5DxQQbD82OXkmNgFslO8a_pnhObJd5G5jnz3vA~~&t=tWEevVpxr09glAilYZxa0w~~)
- 13:02:13 From Melanie Schmidt : A chart on different loan options from National Council of Nonprofits  
[http://send.alliance1.org/link.cfm?r=H-xLGbrRFopsQYiQr\\_oi7g~~&pe=rtdpMINVSP-pOtVLWW5OsHi7VnmrnMSCyw5fogee0DJed45qPK8UtYeO5xvl5fTfvl--l5Tg2t2K9BIH-VNwFg~~&t=tWEevVpxr09glAilYZxa0w~~](http://send.alliance1.org/link.cfm?r=H-xLGbrRFopsQYiQr_oi7g~~&pe=rtdpMINVSP-pOtVLWW5OsHi7VnmrnMSCyw5fogee0DJed45qPK8UtYeO5xvl5fTfvl--l5Tg2t2K9BIH-VNwFg~~&t=tWEevVpxr09glAilYZxa0w~~)
- 13:04:29 From Mindy Rowland : Let's see everyone's faces!
- 13:11:36 Is there any support for non-profits who have self-funded unemployment insurance?
- 13:12:21 How do employees taking unemployment access healthcare while they are furloughed?
- 13:12:49 I've got an employee who asked to reduce hours from 30/week to 10/week for April, which we have approved. Would you recommend that she apply for UI?
- 13:13:38 the rule about 500 employees or less, how do gig or on-call employees play into the CARES Act?
- 13:15:03 From Mindy Rowland - Spark LLC : Yes, I would recommend that the employee file for UI.
- 13:16:21 From Mindy Rowland - Spark LLC : Gig and on-call employees count as "employees" under the CARES Act. I will provide a link to show how they should count.
- 13:17:46 From Mindy Rowland - Spark LLC : Nicole - for non-profits & UI, employees should still be able to apply for the federal component of UI. Other support would be in the form of the loans available that I think we will get into during the course of this session.
- 13:18:40 When will this additional unemployment \$600 be available in WI?
- 13:18:54 Is the additional payment of \$600 per week for Unemployment added as a base to all applicants? In WI, I understand the minimum weekly payment is \$54/week, does that mean now it is \$654?
- 13:18:56 From Mindy Rowland - Spark LLC : Melissa said that in order to take advantage of the payroll tax credit, you have to be able to establish that your business operations were partially or fully suspended because of COVID OR experience a 2 year reduction in gross receipt of at least 50%.
- 13:19:23 From Mindy Rowland - Spark LLC : Yes, that's true. It'll be whatever the employee gets through the state PLUS \$600/week from the federal government.
- 13:20:38 From Mindy Rowland - Spark LLC : in response to your question about health care while furloughed, most health insurance companies are agreeing to allow employees to remain on your health plan even if not working (check with your insurer). If you aren't able to pay for it, provide your employees with the COBRA information and that's how they can continue coverage.
- 13:20:51 we have many on-call employees that are active on our payroll but may not have worked over the past year - do those active ees count towards our numbers?
- 13:22:30 I hired someone a few months back. she never actually started and is not on payroll. what are her options? We do not have hours for her.

**March 31, 2020 Chat from Q&A Presentation hosted by Melanie Schmidt (Timpano Consulting)**

**Featuring Mindy Rowland (Spark), Melissa Scholz (Scholz Nonprofit Law), Salli Martyniak (Community Reimagined), and Jim McNulty (Oak Bank)**

*NOTE: content has been edited to remove participant names and for relevancy*

- 13:23:55 From Mindy Rowland - Spark LLC : if an employee was about to start but could not because of lack of work, she should apply (and should receive) the \$600/week UI.
- 13:24:11 From Mindy Rowland - Spark LLC : I will look into your on-call question.
- 13:24:45 just to Clarify-would our agency have to pay a portion?
- 13:25:31 Yes, the challenge is figuring out what to do about the portion of health insurance normally paid by the employee, since you can't take it out of their paycheck. We are trying to figure out if we can cover that too but I don't know yet.
- 13:25:41 From Mindy Rowland - Spark LLC : No. The employee would not be eligible for the state portion (which would come out of your account) only the federal portion (that does not come out of your account).
- 13:26:45 does the federal portion need to be paid back?
- 13:26:47 From Mindy Rowland - Spark LLC : totally understand. It's quagmire. You can use the loans being discussed to pay health care costs, but that's not immediate (unless you apply for the emergency advance available now through the EIDL loans through the small business administration).
- 13:26:55 Can you state one more time how much is forgiven on the disaster up to 2 million loan
- 13:26:56 From Mindy Rowland - Spark LLC : no.
- 13:27:23 From Mindy Rowland - Spark LLC : only \$10,000 of the EIDL loans is forgiven.
- 13:31:12 The loans are to be used solely for "approved" purposes, such as payroll and a few other items. In other words, the funds cannot be used for working capital, inventory, other operating costs. I think people need to be careful about that. It's not simply "free money". Are there more details on this front? I would imagine there should be some words of caution here.
- 13:32:32 Does the employee need to do anything additional to apply for the federal \$600 or just apply to the state UC?
- 13:33:09 That \$600 for declined earnings is for non-exempt employees only, right? In other words, 100% commissioned, exempt employees would not be eligible, right?
- 13:33:56 Do you have to qualify for UC in order to get the \$600? If your hours were decreased but you still make too much for state UC could you still get \$600
- 13:34:30 self insured, not self employed
- 13:35:09 But we would still need to pay back state unemployment costs if we are self-insured, correct
- 13:35:29 From Jim McNulty : you are correct, there are specific restrictions on the uses of funds and how forgiveness will have to be documented. The final specific details are still yet to be released, will come when the rest of the SBA specifics come on the PPP Program.
- 13:38:24 From Melanie Schmidt : The Council of Nonprofits link at the top of this chat is also a good table to compare the options
- 13:38:55 From Mindy Rowland - Spark LLC : the \$600/week paid out to your employees, even if you are self-insured, will not impact how your self-insured UI is handled. So things will work the same for those amounts.
- 13:39:28 One note for everyone I noted on the PPP loan, it is for payroll for employees up to \$100K. From what I understand, anything over that \$100K, will not be covered

**March 31, 2020 Chat from Q&A Presentation hosted by Melanie Schmidt (Timpano Consulting)**

**Featuring Mindy Rowland (Spark), Melissa Scholz (Scholz Nonprofit Law),  
Salli Martyniak (Community Reimagined), and Jim McNulty (Oak Bank)**

*NOTE: content has been edited to remove participant names and for relevancy*

- 13:39:34 if those employees pick up some part time hours, do they then lose that unemployment? (13:31:03 from Mindy Rowland – Spark LLC: that is correct)
- 13:40:38 From Mindy Rowland - Spark LLC : the rules are much different for the \$600/week from federal government than the traditional state UI. If an employee's hours are reduced, they should apply for UI and will likely get a small state UI amount as well as the \$600/week.
- 13:41:59 money going to Credit Unions as well as Banks?
- 13:42:10 exempt and non exempt employees qualify for \$600 if reduced or furloughed?
- 13:42:14 From Mindy Rowland - Spark LLC : if an employee has some hours, but not full-time, they should still be eligible for a partial UI payment.
- 13:43:42 Will there be another Zoom meeting like this in the near future?
- 13:44:05 wages over 100,000 excluded but still can count the 100,000?
- 13:44:10 From Mindy Rowland - Spark LLC : yes. It's not just for non-exempt employees. I believe employees who are reduced hours will still get something. Part-time employees are still eligible for the \$600/week.
- 13:44:18 Does PPP exclude employees who earn >\$100K/year or is it capped at \$100,000 per employee?
- 13:44:21 From Mindy Rowland - Spark LLC : you can still count the initial \$100,000.
- 13:44:48 From Mindy Rowland - Spark LLC : we hope to do these once a week, as long as they are helpful.
- 13:45:26 For clarification, is that a weekly payment? or a monthly payment?
- 13:45:33 I also have the question if both exempt and non-exempt employees will qualify for the additional \$600 if hours are reduced?
- 13:46:00 From Jim McNulty : I believe (pending final guidance) that when calculating your qualifying loan amount, that you deduct the >\$100k compensation from the formula. Again, subject to final rules to come.
- 13:46:07 From Mindy Rowland - Spark LLC : weekly payment.
- 13:46:10 And is that amount less if hours are only reduced and an employee is not laid off completely?
- 13:46:37 Are 501.c4's included in these benefits and loans?
- 13:47:17 From Mindy Rowland - Spark LLC : The \$600/week is supposed to be permitted for both part-time and full-time employees, so I think a reduction in hours would permit an employee to apply and receive the \$600/week. That's my read but I will do more and find out more.
- 13:49:42 Mary: For the loans, 501c4s are not eligible for PPP, but are for EIDL.
- 13:49:43 sorry RMD is back to 70 1/2 again?
- 13:58:48 From Melissa Scholz : Re: Required Minimum Distributions, age isn't changed. There is no RMD requirement for this year - - that way retirees don't have to pay taxes on the distribution this year (unless of course they give it to charity)