

COVID-19 EMPLOYER TAX

PROVISIONS SUMMARY

	PAID SICK LEAVE CREDIT	PAID FAMILY LEAVE CREDIT	EMPLOYEE RETENTION CREDIT	EMPLOYER PAYROLL TAX DEFERRAL
EFFECTIVE PERIOD	April 1, 2020 – December 31, 2020	April 1, 2020 – December 31, 2020	March 13, 2020 – December 31, 2020	March 27, 2020 – December 31, 2020
COVID-19 CONDITIONS	Employee must meet one of six conditions under FFCRA	Employee unable to work due to school/child care closure	Operations impacted by COVID-19 government order or 50% decline in gross receipts; tested quarterly	None
EMPLOYEE THRESHOLD	Less than 500	Less than 500	None (calculation modified for greater than 100)	None
PROVISION CALCULATION	Up to \$511 per day per employee depending on reason – max 80 hours/ \$5,110	Up to \$200 per day per employee – max 10 weeks/\$10,000	50% of qualified wages up to \$10,000 per employee	Employers 6.2% share of social security
QUALIFIED WAGES	Sick leave wages under FFCRA	Family leave wages under FFCRA	100 or fewer employees: All wages. Greater than 100 employees: Only wages paid for not providing services	All wages
PAYROLL PROTECTION LOAN RESTRICTIONS	None	None	Cannot utilize if PPL received	Cannot utilize once PPL is forgiven
METHOD FOR UTILIZING PROVISION	Reduce payroll tax and federal withholding deposits and file Form 7200 for excess or quarterly 941 reports	Reduce payroll tax and federal withholding deposits and file Form 7200 for excess or quarterly 941 reports	Reduce payroll tax and federal withholding deposits and file Form 7200 for excess or quarterly 941 reports	Reduce 6.2% share of social security deposits; Pay back half in 2021 and other half in 2022