

COVID-19 DAILY ALERT: April 6

April 6, 2020

Below is today's updated compilation of key information and resources for GADA members. **New or revised information is in bold.** **GADA Alerts are posted to "COVID-19 Information" page on www.gada.com each night.**

Executive Orders

- Governor Kemp imposed a statewide "shelter in place order" which became effective last Friday, April 3 at 6:00 p.m. It will remain in effect until April 13, but may be extended beyond that date. [See 4-2-20 Statewide SIP Order Alert from GADA](#)
- To generally summarize, new motor vehicle dealers perform certain Critical Infrastructure operations that allow them to remain open, subject to certain conditions. Dealers are encouraged to read GADA's entire Alert to fully understand the scope of obligations under the statewide "shelter-in-place" order.
- Importantly, the statewide order overrides any local county or city orders.
- Although guidance from the Governor's office specifically states that a letter from an employer is NOT required to prove that an employee works for a business that is an exception, view link to a [form letter](#) that may be used for that purpose.

The Families First Coronavirus Response Act (FFCRA) for Employers

- **In conjunction with the FFCRA FAQ specifically geared toward dealership operations, Fisher Phillips has also developed a customizable FFCRA Leave Request Form that may be used by dealerships. [View FAQs](#) | [View customizable FFCRA Leave Request Form](#)**

- Dealers are reminded that the provisions in the FFCRA take effect April 1, 2020. Employers [must provide required FFCRA notice](#) to employees by posting or electronic delivery by that date.
- NADA issued an updated FAQ on FFCRA. [View FAQ](#)
- The U.S. Department of Labor has updated and added more guidance on the Families First Act. The Q&A answers many questions regarding eligibility and documentation for expanded leave provisions under the Family Medical Leave Act and Emergency Paid Leave. For Q&A, Fact Sheets and applicable posters click [here](#).
- One important clarification in USDOL Guidance is related to whether a state or local shelter-in-place Order constitutes a quarantine or isolation under FFCRA. USDOL has now more broadly defined quarantine or isolation order as INCLUDING "quarantine, isolation, containment, shelter-in-place or stay-at-home orders" that cause the employee to be unable to work even though employer has work for them. Employees who cannot work or telework because their businesses are subject to a government shutdown order and there is no work available to them will not qualify for Emergency Paid Sick Leave or Emergency FMLA. [See Fisher Phillips Alert April 2, 2020](#)

Coronavirus Aid, Relief and Economic Security (CARES) Act

- **Dixon Hughes Goodman has prepared a [CARES Act Summary](#).**
- The Coronavirus Aid, Relief and Economic Security (CARES) Act, known as Phase 3, includes generous and unprecedented provisions to help provide liquidity for dealerships and to help businesses keep their employees on the payroll. [View NADA's CARES Act and DEALERSHIP FAQ](#) As of 4/3/20
- NADA conducted a webinar reviewing the provisions of the Paycheck Protection Program in the CARES Act. [View copy of webinar slides](#)
- NADA has prepared an analysis regarding applicability of CARES to dealers with more than 500 employees. [View NADA's SBA Affiliation Analysis](#). A list of OEMs with SBA Franchise Identification Numbers is available upon request via email to legal@gada.com.
- The CARES Act includes an Employee Retention Credit available to many small businesses, designed to encourage them to keep employees on the payroll. The refundable tax credit is 50% of up to \$10,000 in wages paid by an eligible employer whose business has been financially impacted by COVID-19. Before applying for the credit, dealers are encouraged to review the IRS [Employee Retention Credit FAQs](#) to understand how the credit works and how it may affect eligibility for other assistance under the CARES Act.

- The U.S. Treasury Department has updated its website to provide resources. [View website](#) Specifically, under the Assistance for Small Businesses section, there are four links entitled:

For a top-line overview of the program [CLICK HERE](#)

If you're a lender, more information can be found [HERE](#)

If you're a borrower, more information can be found [HERE](#)

The application for borrowers can be found [HERE](#)

- The U.S. Chamber of Commerce has issued a summary [Guide and Checklist](#).
- For additional guidance, view the [SBA Coronavirus Resource page](#).

OSHA

- **The U.S. Department of Labor's Occupational Safety and Health Administration (OSHA) has issued a new poster listing steps all workplaces can take to reduce the risk of exposure to coronavirus.**
- **The poster highlights 10 infection prevention measures every employer can implement to protect workers' safety and health during the coronavirus pandemic. Safety measures include encouraging sick workers to stay home; establishing flexible worksites and staggered work shifts; discouraging workers from using other workers' phones, desks and other work equipment; and using Environmental Protection Agency-approved cleaning chemicals with label claims against the coronavirus.**
- **The new poster is available for download in [English](#) and [Spanish](#).**

Tag & Title Information

- The Georgia Department of Revenue (GADOR) has made available a DRIVES e-Service that allows customers to pay for and order a tag online. This can be used when dealers perform title only transactions via ETR. [View Message from GADOR](#)
- GADOR issued an extension of tag and registration deadlines as well as income tax deadlines. [View details here](#)
- Note that GADOR's extension of registrations and temporary tags does not extend the time period in which dealers must submit title applications. For purposes of timely lien perfection and remittance of TAVT, dealers must continue to submit title applications within 30 days of transaction.

- Many county tag offices are closed but continue to allow drop-off of title work. View a [list of county tag offices](#) and the services they are providing.

Georgia Department of Labor (Unemployment/Partial Unemployment Claims)

- The Georgia Department of Labor has updated its website to assist employers with new requirements for filing unemployment claims. [View website](#)
- The Georgia Department of Labor has addressed partial unemployment claims for reduced hours. Important information can be found [here](#).
- The Georgia Chamber has a fact sheet about new rules for unemployment claims. [View fact sheet](#)

Other Guidance for Business

- NADA has launched a [Coronavirus Hub](#).
- Fisher Phillips has developed a [COVID-19 resource page](#).
- The law firm of Bass Sox Mercer has issued a newsletter helpful to dealers. [View newsletter](#) In addition, BSM has summarized provisions of the CARES Act. [View BSM summary](#)
- A general FAQ addressing many issues, including workplace safety, workers compensation, Americans with Disabilities Act can be found [here](#).
- Dixon Hughes Goodman has also developed a knowledge resource page addressing, among other items, tax issues. [View DHG resource page](#)
- [CDC Interim Guidance for Businesses and Employers](#)
- [OSHA Guidance 3990-Preparing Workplaces for COVID-19](#)

The GADA staff stands ready to assist members. If you have any questions, please direct them to legal@gada.com.

