

COVID-19 DAILY ALERT: April 22

April 22, 2020

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

EXECUTIVE ORDERS

- On April 20, Governor Kemp issued an Executive Order allowing the reopening of some businesses, such as gyms, salons, etc. under certain conditions.
- Importantly, the Executive Order issued today also incorporates the U.S. Department of Homeland Security's recent update to the list of essential critical infrastructure workers which includes "*[w]orkers critical to the manufacturing, distribution, sales, rental, leasing, repair, and maintenance of vehicles and other transportation equipment (including electric vehicle charging stations) and the supply chains that enable these operations to facilitate continuity of travel-related operations for essential workers.*" This clarifies that dealership sales operations may remain open subject to conditions in the Order. [View Governor's Executive Order](#)
- Governor Kemp has extended the statewide "shelter in place order" through April 30. The order has been in effect since Friday, April 3, 6:00 p.m. [See 4-2-20 Statewide SIP Order Alert from GADA](#)
- 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 an updated [form letter](#) than may be used for that purpose.
- Governor Kemp issued an Executive Order allowing the remote notarization and witnessing of documents, provided certain conditions are met. [View copy of Executive Order](#)

SALES PRACTICES / REMOTE SALES

- View slides from NADA webinar [Legal and Regulatory Implications of Online Sales](#)
- GADA has prepared a memo addressing application of the FTC Cooling Off Period Rule as it relates to sales practices under the circumstances. [View memo](#)

FAMILIES FIRST CORONAVIRUS RESPONSE ACT (FFCRA) FOR EMPLOYERS

- Fisher Phillips released a publication to assist employers as businesses begin to recover from the COVID-19 crisis. [View FP Beyond The Curve Post Pandemic FAQ](#)
- 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](#)
- Provisions of the FFCRA took effect April 1, 2020. Employers [must provide required FFCRA notice](#) to employees by posting or electronic delivery by that date.
- NADA's FFCRA FAQ updated as necessary. [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](#).
- The EEOC has updated and expanded guidance addressing anti-discrimination in the workplace as it relates to COVID-19. [View Questions & Answers](#)- updated information from EEOC is bolded.

CORONAVIRUS AID, RELIEF AND ECONOMIC SECURITY (CARES) ACT

- **Last night the U.S. Senate approved another phase of coronavirus relief totaling over \$480 billion, \$310 billion of which will fund the Paycheck Protection Program (PPP). The U.S. House is expected to pass the measure tomorrow, and the President has pledged to sign it.**
- On April 16, SBA announced it is no longer accepting new loan applications under the PPP because the initial fund of \$350 billion is now fully spoken for with current applications. NADA has signed on to a [letter to Congress](#) from

multiple national, state and local trade associations urging Congress for more funding.

- NADA has issued a document entitled [PPP Loans: Use of Proceeds and Forgiveness](#). Please note, this is preliminary guidance only.
- View [updated U.S. Treasury Department FAQ](#) on the PPP.
- View [SBA information regarding PPP](#).
- View Fisher Phillips [FAQ on the Payment Protection Program](#).
- View U.S. Treasury Department [FAQ on the Paycheck Protection Program](#)
- 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](#)
- For additional guidance, view the [SBA Coronavirus Resource page](#).

OSHA / WORKPLACE SAFETY

- NADA has published a new health and safety FAQ that addresses frequently asked questions related to dealership operations, OSHA laws and employee health and safety. [Dealership Health and Safety Concerns During A Pandemic](#) outlines the steps dealerships can take to provide a safe environment for their employees, followed by frequently asked questions related to occupational health and safety laws during COVID and what steps to take should an employee test positive for COVID-19.
- NADA has released *A Dealer Guide to Safely Operating Your Dealership During a Pandemic*. [Download PDF](#)
- OSHA has issued a COVID-19 workplace safety poster. The poster highlights 10 infection prevention measures employers can implement to protect workers' safety and health during the coronavirus pandemic. Poster is available [here](#).
- For additional guidance, view [OSHA COVID-10 Resource page](#).

CDC GUIDANCE & RECOMMENDATIONS

- The CDC has relaxed its previous guidance on returning critical infrastructure workers to work after being potentially exposed to COVID-19. [View details here](#)

- The CDC now recommends wearing cloth masks in public settings. [View CDC recommendation](#)
- View Fisher Phillips article [Cloth Face Coverings at Work: Are They PPE and Who Pays for Them](#)
- [CDC Interim Guidance for Businesses and Employers](#)

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.

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

- View two post pandemic articles from Fisher Phillips:
 - [4-Step Plan for Handling Confirmed COVID-19 Cases When Your Business Reopens](#)
 - [5 Steps to Reopen Your Workplace, According to CDC's Latest Guidance](#)
- [NADA Coronavirus Hub](#)

- [Fisher Phillips COVID-19 resource page](#).
- A general FAQ addressing many issues, including workplace safety, workers compensation, Americans with Disabilities Act can be found [here](#).
- View [DHG resource page](#) addressing, among other items, tax issues.
- View [Life in the Time of Coronavirus](#), a comprehensive article from Charapp & Weiss on leading your dealership through the pandemic.

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

