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HEADS UP!

HR NEWS YOU NEED TO KNOW

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Are you Leaving Money on the Table?

For employers that weathered the COVID-19 pandemic over the last few years, kept their doors open and their employees on the clock, you could be eligible for a grant through the COVID-19 Paid Sick Leave Grant Program or payroll tax refund through the Employee Retention Credit program.



COVID-19 Paid Sick Leave Relief Grant Program



Under the COVID-19 Paid Sick Leave Relief Grant Program, eligible California small businesses and non-profits may be awarded grants ranging from \$5,000 to \$50,000 to help with costs incurred from providing their employees with COVID-19 Supplemental Paid Sick Leave between January 1, 2022, through December 31, 2022. Businesses and non-profits must meet these requirements to apply for the grant:

- Be a “C” corporation, “S” corporation, cooperative, limited liability company, partnership, limited partnership, registered 501(c)(3), 501(c)(6), or 501 (c)(19);
- Have begun operating before June 1, 2021;
- Be currently active and operating;
- Have 26 to 49 employees and provide payroll data and an affidavit signed under the penalty of perjury attesting to the number of employees;
- Have provided Supplemental Paid Sick Leave pursuant to the law’s requirements; and
- Provide organizing documents including 2020 or 2021 tax returns or Form 990s, and official filings with the Secretary of State of local municipalities such as Articles of Incorporation, Certificate of Organization, Fictitious Name of Registration, or Government-Issued Business License.

For more information regarding eligibility and document filing requirements, please visit the California Office of the Small Business Advocate (CalOSBA) at <https://caspsl.com/>

Employee Retention Credit

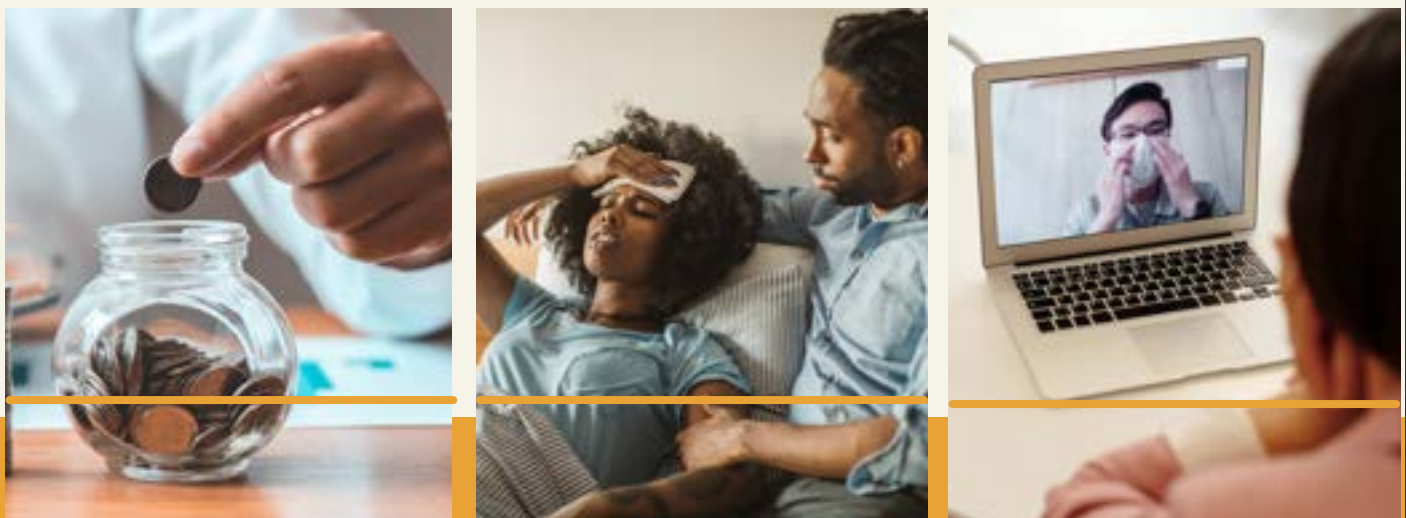


California employers who continued to pay wages to eligible employees from March 13, 2020, through September 30, 2021, may qualify for a payroll tax refund of up to \$26,000 per employee to help offset your labor and payroll expenses during that period.

Businesses that experienced one or both of the events below should apply:

- Significant decline in gross revenue during the 2021 calendar quarter
 - More than a 20% decline compared to the same quarter of 2019; and
 - A 50% decline in the 2020 calendar year;
- Partially suspended operations due to COVID-19 related government closures

Many businesses suffered moderate to significant losses in revenue, staffing, and clients. These programs are designed to help restore some of the revenue lost during the pandemic. These programs won't be around long and will stop when the money runs out. If you think you may be eligible for one or both of these programs, please do not hesitate to apply today!!



Our HR Ambassadors are able to help any business that would like to apply for the Employee Retention Credit with inquiries about eligibility and completing an application to participate in the program. Give our HR Ambassadors a call at (657) 204-25754 or email us at hrambassadors@thefhrm.com, we'd be happy to walk you through this process.



I-9 COVID-19 Flexibilities Ending Soon!



During the pandemic and with so many employees working remotely, the Department of Homeland Security (DHS) relaxed in-person completion of the I-9 form as well as the inspection and verification of acceptable documents for proof of eligibility to work in the United States.

With the official end of the Federal COVID-19 Public Health Emergency Declaration as of May 11, 2023, the flexibilities put in place by DHS will end on July 31, 2023.

So, what does this mean, you ask?

According to the U.S. Immigration and Customs Enforcement (ICE), employers who utilized the temporary flexibilities afforded by DHS to inspect documents remotely during the pandemic must now complete in-person physical document inspections for those same employees by August 30, 2023. In addition to doing in-person document inspections, employers will be required to record this on the current I-9 on file for these employees.

If you would like help in planning these physical inspections, ensuring your current I-9 documents are compliant, and how to complete the required additional documentation on the I-9 form, please reach out to our HR Ambassadors.

Compliance is our jam and we'd be happy to assist!



Enforcement of New Privacy Rights Expected in July 2023

Earlier this year, the California Consumer Privacy Act (CCPA) was amended to include the following new privacy rights:

- The right to inaccurate personal information that a business has about them; and
- The right to limit the use and disclosure of sensitive personal information collected about them.

These new consumer rights are expected to be enforced as of July 1, 2023. Employers should ensure that their privacy notices given to applicants and employees are up to date and have a process for addressing employees' requests to delete or correct their personal information and ensure third parties (i.e., background check companies, insurance brokers, retirement plan providers, etc.) are not using personal data for unauthorized purposes.

Additional consumer rights already in place are:

- The right to know about the personal information a business collects about them and how it is used and shared;
- The right to delete personal information collected from them (with some exceptions);
- The right to opt out of the sale or sharing of their personal information; and
- The right to non-discrimination for exercising their CCPA rights.

Reach out to our HR Ambassadors to review your privacy policies and procedures and ensure you are compliant.

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