

Federal Coronavirus Relief Programs

CARES Act and FFCRA

Learn more about the relief programs passed by Congress that are available to independent contractors and small business owners. Options for you to consider:

- [New and expanded Small Business Administration \(SBA\) loan programs](#) for small businesses, including real estate agents (self-employed individuals and sole proprietors, even if independent contractors of a brokerage)
- [Relief for businesses with existing SBA loans](#)
- [Economic relief](#), including \$1200 for most taxpayers and retirement account withdrawals free of penalties
- Payroll tax credit and deferrals & other tax benefits for:
 - [Self-employed individuals and Independent Contractors](#)
 - [Employers](#)
- Family Leave Protections and Sick Leave for:
 - [Self-employed individuals, including independent contractors](#)
 - [Employers and their employees](#)

Important: *This summary is for your information only and cannot provide every detail that might be relevant to your situation. RE/MAX, LLC cannot be responsible for errors or omissions and cannot provide legal or tax advice. Research your options carefully.*

Coronavirus SBA Loans at-a-Glance

	Paycheck Protection Program (PPP) Loan	Economic Injury Disaster Loan (EIDL)	SBA Express Loan
Who can borrow?			
Small Businesses (<500 employees/location)	Yes	Yes	Yes
Sole Proprietors and Self-Employed Individuals	Yes	Yes	Yes
Interest rate less than 4%	Yes	Yes	No
Loan term can be > 10 years	No	Yes	No
Fast review process (~36 hours)	No	No	Yes
What can the loan proceeds be used for?	<ul style="list-style-type: none"> • Payroll Costs* up to \$100k/person annualized. Even commissions & independent contractors! • Health care benefits • Mortgage interest • Rent • Utilities • Interest on previous debt • Other uses per SBA Business Loan Program 	<ul style="list-style-type: none"> • Payroll, but <u>not</u> a self-employed individual's own pay or compensation to independent contractors • Sick leave costs • Mortgage interest • Rent • Fixed debts • Accounts payable • Other bills you could have paid without COVID-19. <p><u>Certain uses</u> are ineligible.</p>	<ul style="list-style-type: none"> • Working capital • Refinance debt • Seasonal line of credit • Inventory.
Is Collateral Required?	No	No	Yes if >\$25k
Is a Personal Guarantee Required?	No	No	No
Must show ability to repay?	No	No	Yes
Are Payments Deferred for Now?	Yes	Yes	No
Can the Loan be Forgiven?	Yes! If you maintain your payroll, the first 8 weeks of Payroll Costs, mortgage interest, rent, & utilities are forgiven.	No	No

* For PPP Loans under the CARES Act, Payroll Costs are:

- *For small businesses:* compensation to employees, such as salary, wage, commissions, cash, etc.; paid leave; severance payments; health benefits; retirement benefits; state and local payroll taxes; and compensation to independent contractors (including commissions), up to an annualized rate of \$100,000.
- *For sole proprietors, independent contractors, and eligible self-employed individuals:* wages, commission, income, net earnings from self-employment, or similar compensation, up to an annualized rate of \$100,000.

The Coronavirus Aid, Relief, and Economic Security Act (“CARES Act”)

The CARES Act creates a new Business Loan Program category – the Paycheck Protection Program (PPP) – and expands the Small Business Act’s (“SBA”) Disaster Loan Program – the Economic Injury Disaster Loan (EIDL) and SBA Express Loan programs. Here is what you need to know about each of these programs:

SBA Paycheck Protection Program (PPP Loan)

<p>Who Qualifies to Borrow?</p>	<ol style="list-style-type: none"> 1. Small businesses (no more than 500 employees per location); 2. Sole Proprietors; 3. Independent Contractors; and 4. Eligible self-employed individuals (an individual who (1) regularly carries on any trade or business within the meaning of section 1402 of the Internal Revenue Code; and (2) would be entitled to receive paid leave during the taxable year pursuant to the Emergency Paid Sick Leave Act if the individual were an employee of an employer (other than himself or herself).
<p>Eligibility Requirements</p>	<p>Requirements for Small Business:</p> <ol style="list-style-type: none"> 1. The business was operating as of February 15, 2020; 2. The business paid employee salaries and payroll taxes, or paid independent contractors as reported on a Form 1099-MISC; and 3. The business was substantially impacted by public health restrictions related to COVID-19. (Eligible borrowers would be required to make good faith certification that they have been affected by COVID-19 and will use funds to retain workers and maintain payroll and other debt obligations.) There is no requirement to evaluate the borrowers’ ability to repay the covered loan or that the borrower not be able to find credit elsewhere. <p>Requirements for Sole Proprietorships, Independent Contractors, and Eligible Self-Employed Individuals:</p> <ol style="list-style-type: none"> 1. Provide such documentation as the SBA and Treasury Department determine are necessary to establish such individual as eligible, including payroll tax filings, Forms 1099-MISC, and income and expenses from the sole proprietorship. <p>All borrowers must certify that:</p> <ul style="list-style-type: none"> • Loan is needed to continue operations during the COVID-19 emergency; • Funds will be used to retain workers and maintain payroll or make mortgage, lease, and utility payments; • Applicant does not have any other application pending under this program for the same purpose; and • From February 15, 2020 until December 31, 2020, the applicant has not received duplicative amounts under the program.

SBA Paycheck Protection Program (PPP Loan)

<p>Maximum Loan Amount</p>	<p>Borrower may receive the lesser of \$10 million or</p> <p>For small businesses, sole proprietor, independent contractors, and eligible self-employed individuals in operation or in the trade in 2019:</p> <ul style="list-style-type: none"> • 2.5 times the average total monthly Payroll Cost (as defined below) during the year before application • plus, the outstanding amount of any SBA EIDL made between January 31, 2020 and the date on which such loan may be refinanced as part of the PPP. <p>Different limits apply for small businesses, sole proprietors, independent contractors, and eligible self-employed individuals not in operation in 2019.</p> <p>The term “Payroll Cost” is defined under the CARES Act as:</p> <ul style="list-style-type: none"> • For small businesses: compensation to employees, such as salary, wage, commissions, cash, etc.; paid leave; severance payments; group health benefits, including insurance premiums; retirement benefits; state and local payroll taxes; and compensation to independent contractors (including commission-based compensation) but <i>excluding</i> compensation over an annual rate of \$100,000 per employee or contractor. • For sole proprietors, independent contractors, and eligible self-employed individuals: wages, commission, income, net earnings from self-employment, or similar compensation but <i>excluding</i> compensation over an annual rate of \$100,000.
<p>Interest Rate</p>	<p>Maximum 4%</p>
<p>How much of the loan is guaranteed by the federal government?</p>	<p>Backed by 100% federal guarantee through the end of 2020. After this time, the guarantee percentage will revert to the standard SBA Section 7(a) loan guarantee (75% for loans over \$150,000 and 85% for loans less than \$150,000).</p>
<p>What can the loan’s proceeds be used to pay?</p>	<p>Borrowers may, in addition to uses already allowed under the SBA’s Business Loan Program, such as working capital, use the loans for:</p> <ol style="list-style-type: none"> 1. Payroll Costs (as defined above); 2. Group health care benefits during periods of paid sick, medical, or family leave, and insurance premiums; 3. Employee salaries, commissions, or similar compensations; 4. Payments of interest on mortgage obligations; 5. Rent/lease agreement payments; 6. Utilities; and 7. Interest on any other debt obligations incurred before the covered period. <p>Borrowers may not use the loan to compensate individual employee at a rate more than \$100,000 annualized, i.e. prorated for the covered period; for certain federal taxes; to compensate foreign employees; or for sick and family leave wages—for these a credit is allowed under the Families First Act.</p>

SBA Paycheck Protection Program (PPP Loan)

Loan Forgiveness	<p>Loan can be forgiven in the amount spent during the first eight weeks on:</p> <ul style="list-style-type: none"> • Payroll Costs (as defined above, which includes independent contractor compensation); • Interest payment on any mortgage incurred prior to February 15, 2020; • Payment of rent on any lease in force prior to February 15, 2020; and • Payment on any utility for which service began before February 15, 2020. <p>The amount forgiven would be reduced in proportion to any reduction in employee headcount or in any employee's pay (beyond 25%) compared to the prior year.</p> <p>If, by June 30, 2020 you rehire workers you laid off before getting the loan, they will not be counted as a reduction in headcount.</p>
Loan Deferment	Complete deferment (principal and interest) for at least 6 months and not more than a year.
Term	Portion not forgiven will have a maturity date of not more than 10 years from the date on which the borrower applies for loan forgiveness.
Fees	<p>Waives both borrower and lender fees for participation in the PPP.</p> <p>No prepayment fees.</p>
Collateral and Personal Guarantees	<p>Waives collateral and personal guarantee requirements.</p> <p>SBA has no recourse against any individual, shareholder, member, or partner of an eligible loan recipient for non-payment, unless the individual uses the loan proceeds for unauthorized purposes.</p>
Additional Information	<p>An applicant that received an EIDL loan between January 31, 2020 and March 27, 2020 may not also receive a PPP loan if the proceeds from the EIDL loan are being used for Payroll Cost or other expenses listed under the "What can the loan's proceeds be used to pay?" section above.</p> <p>Refinancing EIDL loans into a PPP:</p> <ul style="list-style-type: none"> • An EIDL loan made between January 31, 2020 and March 27, 2020 may be refinanced into a PPP loan. • Once converted into a PPP loan, the proceeds can be used as allowed for PPP loans. • An EIDL grant award of up to \$10K would be subtracted from the amount forgiven under the PPP. <p>Apply for the PPP at any lending institution that is approved to participate through the SBA. See the SBA's Paycheck Protection Program site here or visit your local SBA Small Business Development Center and they will guide you to lenders. Please note that loan guidelines are currently being developed by the SBA to provide to lending institutions, and loan applications cannot be submitted until this is completed. In anticipation of applying, you can:</p> <ul style="list-style-type: none"> ▪ Contact potential lending sources through SBA Lender Match. ▪ Gather previous year's payroll costs to determine maximum loan eligibility. <p>The requirement that a borrower be unable to obtain credit elsewhere is waived for PPP loans.</p>
Application Deadline	June 30, 2020
Key Link	SBA Paycheck Protection Program

SBA 7(b) – Economic Injury Disaster Loan (EIDL)

Who Qualifies to Borrow?	<ol style="list-style-type: none">1. Small businesses (no more than 500 employees per location); and2. Individuals operating as a sole proprietor.
Eligibility Requirements	<p>Small businesses in all states are deemed to have sufficient economic damage to qualify for assistance under this loan program pursuant to the CARES Act.</p> <p>Among the items required to be provided at the time of application are:</p> <ul style="list-style-type: none">○ Tax Information Authorization (IRS Form 4506T) completed and signed by each applicant; each principal owning 20 percent or more of the applicant business; each general partner or managing member; and by any owner who has greater than 50 percent ownership in an affiliate business. Affiliates include, but are not limited to, business parents, subsidiaries, and/or other businesses with common ownership or management.○ Complete copies, including all schedules, of the most recent Federal income tax returns for the applicant business and an explanation if not available.○ Personal Financial Statement (SBA Form 413) completed, signed, and dated by the applicant, each principal owning 20 percent or more of the applicant business, and each general partner or managing member.○ Schedule of Liabilities listing all fixed debts (SBA Form 2202 may be used). <p>The following may be required to be submitted if SBA requests in the future (so it is best to gather these documents as soon as possible):</p> <ul style="list-style-type: none">○ Complete copy, including all schedules, of the most recent Federal income tax return for each principal owning 20 percent or more, each general partner or managing member, and each affiliate when any owner has more than 50 percent ownership in the affiliate business. Affiliates include, but are not limited to, business parents, subsidiaries, and/or other businesses with common ownership or management.○ If the most recent Federal income tax return has not been filed, a year-end profit-and-loss statement and balance sheet for that tax year.○ A current year-to-date profit-and-loss statement.○ Additional Filing Requirements (SBA Form 1368) providing monthly sales information. <p>The SBA will also require the applicant to certify that it meets the eligibility criteria.</p> <p>Loan can be approved by SBA based on an applicant's credit score only.</p> <p>A previous bankruptcy is not disqualifying.</p>

SBA 7(b) – Economic Injury Disaster Loan (EIDL)

Maximum Loan Amount	<p>Up to \$2M. Loan amount based on the size and type of business and its financial resources.</p> <p>Emergency Advance / EIDL Grant: Applicants applying for an EIDL in response to COVID-19 may, between January 31, 2020 and December 31, 2020, request an emergency advance from the SBA of up to \$10,000, which does not have to be repaid, even if the loan application is later denied.</p> <p>The Administrator is charged with verifying an applicant’s eligibility by accepting a “self-certification.” Advances are to be awarded within three days of an application.</p> <p>If an applicant that receives an emergency advance transfers into, or is approved for, a loan under the PPP Loan Program, since the applicant received the EIDL advance amount as a grant, the amount by which the PPP Loan can be forgiven will be reduced by the grant amount.</p>
Interest Rate	Maximum 3.75%
How much of the loan is guaranteed by the federal government?	Not applicable - Loans are made directly by the SBA.
What can the loan’s proceeds be used to pay?	<p>Used to pay fixed debts, payroll, accounts payable, and other bills that could have been paid had COVID-19 not occurred.</p> <p>See SBA SOP for ineligible uses.</p> <p>Advances may be used for purposes already authorized under the SBA Disaster Loan Program, including:</p> <ul style="list-style-type: none"> • Providing sick leave to employees unable to work due to direct effect of COVID-19; • Maintaining payroll during business disruptions during slow-downs; • Meeting increased supply chain costs; • Making rent or mortgage payments; and • Repaying debts that cannot be paid due to lost revenue.
What period’s expenses can I use the loan to cover?	Available to cover expenses for the period of January 31, 2020 to December 31, 2020
Loan Forgiveness	None
Loan Deferment	One-year deferment on the loan (interest will still accrue)
Term	Up to 30 years. Terms are determined on a case-by-case basis, based on the applicant’s ability to repay.
Fees	<p>No cost to apply.</p> <p>There is no prepayment penalty.</p>
Collateral and Personal Guarantees	No personal guarantees on advances or loans of \$200K or less.

SBA 7(b) – Economic Injury Disaster Loan (EIDL)

Additional Information	<p>The CARES Act:</p> <ul style="list-style-type: none">• Waives the “1 year in business prior to the disaster” requirement (business still must have been in operation since January 31, 2020);• Waives requirement applicant must be able to find credit elsewhere;• Allows lenders to approve applicants based on credit score or applicant’s ability to repay. <p>Applicants are encouraged to apply online for an EIDL.</p> <p>Applicants that have an existing EIDL may apply for an EIDL for COVID-19, but the loans may not be consolidated.</p> <p>An EIDL made between January 31, 2020 and June 30, 2020 may be refinanced as part of a PPP loan.</p>
Application Deadline	Deadline to apply varies by state (determined by when state was declared a disaster zone). Most states have a deadline in December 2020. A list of exact state deadlines is available on this site .
Key Links	Apply Online with the SBA for an EIDL See also the list of State EIDL Deadlines on news.remax.com/cares-act .

SBA Express Loan

Who Qualifies to Borrow?	1. Small businesses (no more than 500 employees per location); 2. Sole Proprietors and Self-employed Individuals.
Eligibility Requirements	Must show good character, credit, management, and ability to repay.
Maximum Loan Amount	\$1M through December 31, 2020, after which point the Express Loan would have a maximum of \$350,000.
Interest Rate	Negotiable, not to exceed SBA maximum (currently 8%).
How much of the loan is guaranteed by the federal government?	50%
What can the loan's proceeds be used to pay?	May be used for revolving line of credit or for a term loan. Used for working capital, refinancing debt for compelling reasons; seasonal line of credit, or inventory.
What period's expenses can I use the loan to cover?	No limitation
Loan Forgiveness	None
Loan Deferment	No
Term	Depends on ability to repay. 5 -10 years for working capital. When loan is used for multiple purposes, maturity may be blended.
Fees	Vary. Veteran's fee waiver to be permanently waived.
Collateral and Personal Guarantees	Lenders are not required to take collateral for loans up to \$25,000. May use their existing collateral policy for loans over \$25,000.
Additional Information	Accelerated turnaround time for SBA to review. Generally 36 hours.
Application Deadline	None
Key Link	SBA Express Loan Program

CARES Act Relief for Existing SBA Loans

- If businesses or individuals currently have an SBA 7(a), SBA Express Loan, or SBA Non-7(a) micro-loan, the SBA will pay the principal, interest, and other fees for six months starting on the next payment. Loans already on deferment will be paid for six months beginning with the first payment after the deferral period.

CARES Act Employee, Self-employed Individual, and Independent Contractor Economic Relief

Program	Benefits	Eligibility Requirement	Restrictions
Recovery Rebates	Taxpayers will receive payments of up to \$1,200 for individuals and \$2,400 for married joint filers. Payments increase \$500 for each dependent child.	Must have filed a 2018 tax return.	The payments will be reduced for higher income taxpayers and will begin phasing out at \$75,000 of adjusted gross income (AGI) for individuals and \$150,000 for joint filers. There will be no payments to individuals with incomes over \$99,000 or joint filers over \$198,000.
Retirement Accounts	Waives 10% early withdrawal penalty for retirement account distributions up to \$100,000 related to COVID-19 needs. Income from these distributions will be taxed over three years and the funds can be recontributed to an eligible retirement plan within three years, exclusive of that year's contribution cap.	Individuals	\$100,000 limit on penalty-free withdrawals.

CARES Act Self-employed Individuals and Independent Contractor Economic Relief

Program	Benefits	Eligibility Requirement
Self-employment Social Security Tax Payment Deferment	Allows self-employed individuals and independent contractors to temporarily defer payment of social security taxes. The deferred tax will have to be paid over the next two years—half by December 31, 2021 and half by December 31, 2022.	Self-employed individuals and independent contractors
Net Operating Losses	Limitation on the ability to use net operating losses from prior years in the current tax year have been relaxed. Losses from 2018, 2019, and 2020 can be carried back five years and the taxable income limitation is removed to allow a net-operating loss to fully offset income. Allows individuals to use losses now that otherwise would have to be carried over to future years, amending prior year returns to reduce liability achieving a refund.	Self-employed individuals and independent contractors

CARES Act Employer Payroll Tax Credit and Deferral and other Economic Benefits

Program	Benefits	Eligibility Requirement
Employee Retention Credit	Allows a refundable payroll tax credit for 50% of wages paid by employers to employees during the COVID-19 crisis and is based upon qualified wages paid to the employee.	The credit is available to employers whose: (1) operations were fully or partially suspended due to a COVID-19-related shut-down order, or (2) gross receipts declined by more than 50% compared to the same quarter last year,

Program	Benefits	Eligibility Requirement
	<p>For employers with 100+ full-time employees, qualified wages are wages <u>paid</u> although they aren't providing services due to COVID-19.</p> <p>For employers with <100 full-time employees, <u>all</u> wages qualify.</p> <p>The 50% credit is provided on the first \$10,000 of compensation per person (so the maximum credit is \$5,000), including health benefits.</p> <p>The credit is provided for wages paid or incurred from March 13, 2020, through December 31, 2020.</p>	<p>and whose gross receipts averaged less than \$25 million annually for the previous 3 years.</p> <p>*If an eligible employer receives an EIDL or PPP loan, they are not eligible for this credit.</p>
Social Security Tax Payment Deferment	<p>Allows employers to temporarily defer payment of employees' social security taxes. The deferred tax will have to be paid over the next two years: half by December 31, 2021 and half by December 31, 2022.</p>	<p>Employers who received PPP loans that were forgiven under the CARES Act are not eligible for this payroll tax deferral. (i.e. if Payroll Costs (as defined above) are paid using a forgiven loan, social security taxes must be paid timely).</p>
Net Operating Losses	<p>Limitation on the ability of businesses to use net operating losses from prior years in the current tax year have been relaxed. Losses from 2018, 2019, and 2020 can be carried back five years. Removes the taxable income limitation to allow a net-operating loss to fully offset income. Allows companies to use losses now that otherwise would have to be carried over to future years, amending prior year returns to free up liquidity.</p>	<p>N/A</p>
Deduction for Interest Expense	<p>Businesses can claim a deduction for interest expenses up to 50% of their adjusted taxable income.</p>	<p>N/A</p>
Write off for Facility Improvements	<p>Businesses will be allowed to write off costs associated with improving facilities in the current year. This will allow the amendment of prior year tax returns to receive refunds and also reduce the current year tax liability.</p>	<p>N/A</p>

Family Leave Protections and Sick Leave: The Families First Coronavirus Response Act (FFCRA) and the Emergency Family and Medical Leave (FMLA) Expansion Act

Relief for Self-Employed Individuals, Including Independent Contractors, for Family Leave and Sick Leave.

Program	Benefits	Eligibility Requirements	Restrictions
<p>Family Leave Tax Credit for Self-Employed Individuals</p> <p>Benefit available from April 1, 2020 to December 31, 2020.</p>	<p>Refundable tax credit equal to 100% of a qualified family leave equivalent for eligible self-employed individuals.</p> <p>Capped at the lesser of \$200 per day or the average daily self-employment income.</p> <p>Creditable against income and self-employment taxes.</p>	<p>Self-employed individual that cannot work due to need for leave to care for a son or daughter under 18 years of age if the child’s school or place of care has been closed, or the child care provider for such son or daughter is unavailable due to a public health emergency.</p>	<p>Limited to 50 days.</p> <p>The self-employed individual may only take into account those days they are unable to work for qualified reasons and they must maintain certain documentation to establish eligibility for the credit.</p>

Program	Benefits	Eligibility Requirements	Restrictions
<p>Sick Leave Tax Credit for Self-Employed Individuals</p> <p>Benefit available from April 1, 2020 to December 31, 2020.</p>	<p>Refundable tax credit of:</p> <ul style="list-style-type: none"> • 100% of the qualified sick leave equivalent for those who must self-isolate, are diagnosed, or comply with a self-isolation recommendation, capped at \$511 per day. • 67% of a qualified sick leave equivalent for those caring for a family member or for a child whose school or place of care has been closed, capped at \$200 per day. <p>Creditable against income and self-employment taxes.</p>	<p>Self-employed individuals that cannot work for a reason that would entitle them to coronavirus-related sick leave as if the self-employed individual were an employee. These reasons include:</p> <ul style="list-style-type: none"> • Being subject to a federal, state, or local coronavirus quarantine or isolation order; • Being advised by a health care provider to self-quarantine due to coronavirus concerns; • Experiencing coronavirus symptoms and seeking a medical diagnosis; • Caring for someone else who is subject to a coronavirus-related quarantine or isolation order, or who has been advised by a health care provider to self-quarantine; • Caring for a son or daughter if the child's school or daycare has been closed or the child's care provider is unavailable; or • Experiencing a similar condition specified by the Secretary of Human Health and Human Services. 	<p>The self-employed individual may only take into account days they are unable to work for qualified reasons and they must maintain certain documentation to establish their eligibility for the credit.</p>

Relief for Employers and their Employees for Family Leave and Sick Leave

Program	Relief for Employees			Relief for Employers		
	Benefits	Requirement	Restrictions	Benefits	Requirements	Restrictions
<p>Family Leave</p> <p>Benefit available from April 1, 2020 to December 31, 2020.</p>	<p>Up to 12 weeks of job-protected leave under FMLA if:</p> <ul style="list-style-type: none"> They are caring for a son or daughter if the child's school or place of care has been closed, or the childcare provider of the child is unavailable, due to COVID-19 precautions. <p>Family leave pay is capped at \$200 per day and \$10,000 in total.</p>	<p>At least 30 days on the job.</p> <p>The first 10 days of leave could be unpaid, though an employee could choose to use accrued vacation or other available paid leave. Following the 10-day period, employees must be paid at least two-thirds of their normal pay rate.</p>	<p>The Department of Labor has granted broad authority to exempt employers with fewer than 50 employees if the requirement to provide leave would jeopardize the viability of the business.</p>	<p>A refundable tax credit equal to 100% of qualified family leave wages paid.</p>	<p>The tax credit is allowed against the employer's portion of Social Security taxes. The employer can fund the family leave pay using employment taxes that have been withheld.</p> <p>Qualified wages are capped at \$200 per day and \$10,000 per employee.</p> <p>The credit also includes the cost of an employee's health insurance premium. Family leave pay is exempt from employment taxes.</p>	<p>The credit is triggered only after a covered employee has taken 10 days of paid sick leave.</p>

	Relief for Employees			Relief for Employers		
<p>Sick Leave</p> <p>Benefit available from April 1, 2020 to December 31, 2020.</p>	<p>Two weeks of paid sick leave:</p> <ul style="list-style-type: none"> • paid at 100% of regular rate (capped at \$511/day) if the employee: <ul style="list-style-type: none"> ▪ is subject to a quarantine or isolation order; ▪ has been advised to self-quarantine; ▪ experiences symptoms; or, • paid at 67% the employee's regular rate (capped at \$200/day) if the employee: <ul style="list-style-type: none"> ▪ is on leave to care for someone subject to an isolation order; or ▪ is on leave to care for a son or daughter whose school has been closed or childcare is unavailable, due to COVID-19. <p>Full-time employees receive up to 80 hours of sick leave. Part-time workers are eligible for as many hours as they work in two weeks.</p>	<p>At least 30 days on the job.</p> <p>Employers that already have existing paid leave policies must provide workers with at least this level of emergency paid sick time.</p>	<p>The Department of Labor is granted broad authority to exempt employers with fewer than 50 employees if the requirement to provide leave would jeopardize the viability of the business.</p>	<p>A refundable tax credit equal to 100% of qualified paid sick leave wages paid</p>	<p>The tax credit is allowed against the employer's portion of Social Security taxes paid. The employer can fund the family leave pay using employment taxes that have been withheld.</p> <p>The amount of credit per employee is capped at the same levels as mandatory pay (\$511 or \$200/day).</p> <p>The credit also includes the cost of an employee's health insurance premium. Family leave pay is exempt from employment taxes.</p>	

Additional Resources:

- [NAR overview of the Families First Coronavirus Response Act \(FFCRA\)](#)
- [NAR overview of the Coronavirus Aid, Relief, and Economic Security Act \(CARES Act\)](#)
- See also our list of State-by-state Resources from Chambers of Commerce and Realtor Associations on news.remax.com/cares-act.