



McGohan Brabender Update

Today is Wednesday, May 13, 2020

EMPLOYERS CAN GRANT EXTENDED TIME FOR FSA AND DCAP

With the coronavirus continuing to affect our health care spending, or *not* spending, employers have been given the go-ahead to extend the spending deadline for their employee's Flex Spending Accounts (FSA) and the Dependent Care Assistance Program (DCAP). The Carryover Limit has also made adjustments starting this year to be carried to 2021. The new limit is \$550, purely due to inflation. Click and read below to learn how to provide the additional time to your employees.

[**IRS: More Options for Unused Funds in FSAs and DCAPS**](#)

[IRS Notice 2020-29](#)

UPDATED GUIDELINES FOR MID-YEAR SECTION 125 CHANGES

To tag along on the same IRS Notice 2020-29, employers are allowed for mid-year changes of the Section 125 cafeteria plan to grant some relief to their employees when they need it. Employees can make the necessary changes to satisfy their need. The window to make these changes closes on December 31, 2021. Click below for more rules of the changes.

[Rules for Mid-Year Section 125 Change](#)

IS IT TIME TO START A LEAVE-SHARING PROGRAM?

We certainly are all in this crisis together, but some of us might need a little extra help than others. If you wanted to assist your fellow employee, could you? What do they need most? They need paid time off. Now may be the time to setup a leave-sharing program to allow employees to share their accrued PTO to those that need it more. Click below to read the details of setting up this time of program.

[How to Start a Leave Sharing Program](#)

YOU RECEIVED A PPP LOAN - NOW WHAT?

For small business employers that have received a Paycheck Protection Program (PPP) loan, you can breathe easier now, but what is next? This article provides the details on how to proceed with loan payback, but more importantly, since we are still feeling the effects of the pandemic, how to apply for loan forgiveness and how to stay compliant to receive the forgiveness. These loan stipulations aren't as severe as a normal government loan, but it is still a loan...from the government. Click and learn.

[In the Know: What to do After Receiving a PPP Loan](#)

A PROPER FACE MASK ETIQUETTE

CDC has promoted that face coverings worn by all is the key step to avoid spreading the virus. We have shared some of these before, but since the face mask suggestion is more prominent, we wanted to share again. Please read the steps, and possibly hang the poster in employee areas.

[**Face Mask Covering as Businesses Reopen**](#)

[**Poster for How to Wear Your Face Mask**](#)

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