



McGohan Brabender Daily Update

Today is Wednesday, May 6, 2020

HR INSIGHTS: MANAGING YOUR POST-COVID-19 REPUTATION

Coronavirus has put a wrinkle in everything. Your employees and your clients will have an opinion about your business with every aspect of this pandemic. Did you consider safety first? How did you handle the rules and regulations that the government suggested? Click and read to be prepared for either side of these opinions that could drive your business reputation going forward.

[Your Company's Reputation is at Risk](#)

CARES ACT: ALLOWS TAX FREE STUDENT

LOAN ASSISTANCE

How about a tax-free silver lining for those employees that have school loans? Part of the CARES Act allows employers to make tax-free payments toward their employees' student loans. This is an adaptation to the existing provision of the tax-free contribution toward tuition and supplies. If you need more information, refer to the CARES Act to learn more. The 880-page law is linked below. I strongly encourage not to print this document.

[Tax Free Student Loan Assistance](#)

[The Actual CARES Act Bill- Do NOT Print](#)

ACTION STEPS TO CHANGE DCAP CONTRIBUTION

In previous newsletters, we have mentioned the option to change your Dependent Care Assistance Program (DCAP) is available mid-year due to the pandemic. This article provides more action steps, legal rules, and guidelines for employers to assist their employees. Things to consider:

1. DCAP monies will be forfeited at the end of the year, unless a grace period has been granted
2. Terminated employees will lose their contributions, unless stipulations are set in place

Click and read to be sure you have the best option set up for you and your employees regarding the dependent care assistance program.

[Guidelines for DCAP Changes](#)

RETURN TO WORK PRACTICE AND POLICY CONSIDERATIONS

Regardless if you have been open or closed during this pandemic, before your employees work their way back to their stations, you should consider updating the office. Try to put these steps into action if you can:

1. Arrange traffic flow to reduce congestion
2. Increase employee's work area to confirm 6 feet distance
3. Add walls or barriers between cubicles
4. Update your air-filtration system
5. Install no-touch soap dispensers as well as automatic doors - or have doors removed where you can

[Return to Work Poster](#)

A NEW MODEL FOR HEALTH INSURANCE

While in the the middle of a pandemic, cutting your health care spend could be quite the feat. In this COVID-19 crisis, people are scared of the uncertainty. Take a look at this new model of health care. With this model, you will know for certain what your costs will be before the service. Businesses are struggling and looking for ways to cut costs. We have a better way to get better benefits. Interested to learn more?

Date: Thursday May 14, 2020

Time: 2:00-3:00 PM ET

Location: Online Webinar

[Click Here to Register to Learn More of SimplePay](#)

McGohan Brabender

3931 S. Dixie Drive Dayton OH 45439



This email was sent to kfell@mcgohanbrabender.com

Want to change how you receive this email?

Update your [preferences](#) or [unsubscribe](#) from this list

McGohan Brabender emails are powered by **Cerkl®**