



ALASKA SHRM STATE COUNCIL



COVID-19 Federal Legislative Update

Presented by Chatrane Birbal

Program Handouts:

<http://alaska.shrm.org/slides>

➤ Bookmark our page

<http://alaska.shrm.org>

➤ Follow us on Facebook

<http://www.facebook.com/AKSHRMStateCouncil>



**BETTER WORKPLACES
BETTER WORLD™**

SHRM Government Affairs: COVID Policy Update

**Presented by
Chatrane Birbal
Director, Policy Engagement
SHRM
@SHRMBirbal**

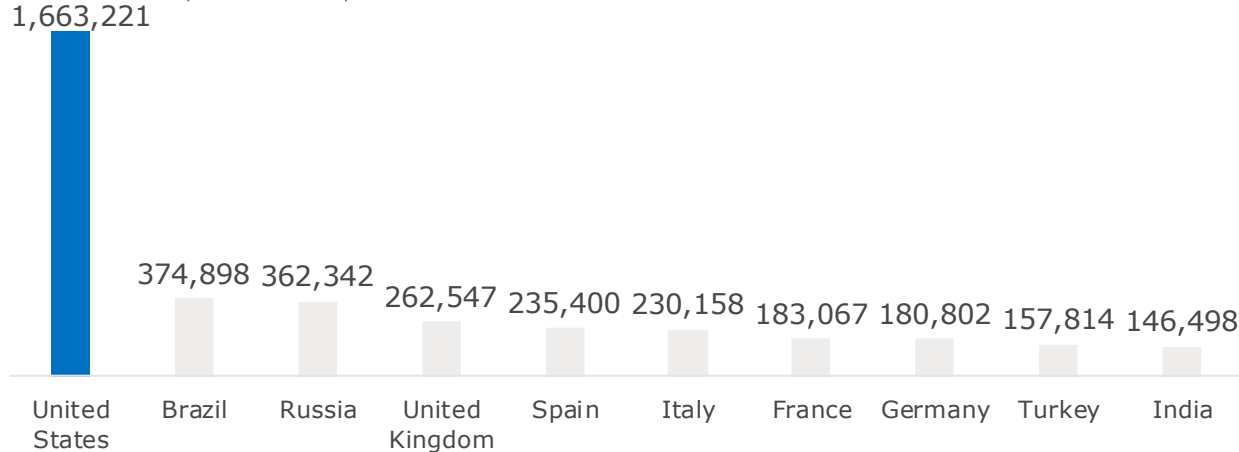


The United States has more confirmed cases of COVID-19 than any country in the world



Top 10 countries with confirmed COVID-19 cases

JOHNS HOPKINS, AS OF MAY 26, 2020



Sources: Johns Hopkins, WHO.

Slide last updated on: May 26, 2020

© 2020 SHRM. All Rights Reserved

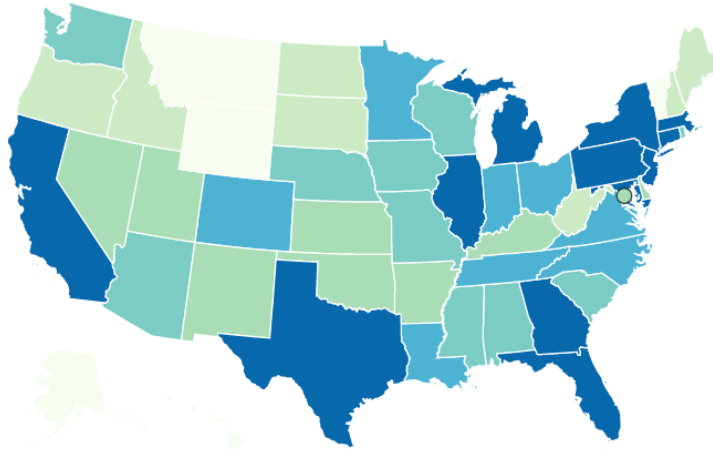
BETTER WORKPLACES
BETTER WORLD™



COVID-19 cases have been reported in all 50 states and the District of Columbia

COVID-19 cases reported to the CDC*

CDC, AS OF MAY 25, 2020



Territories: AS GU MH FM MP PW PR VI

Total cases	1,637,456
<i>New cases</i>	+15,342
Total deaths	97,669
<i>New deaths</i>	+620
Total tests including CDC, public, and private labs	14,604,942

*Data include both confirmed and presumptive positive cases of COVID-19 reported to CDC or tested at CDC since January 21, 2020, with the exception of testing results for persons repatriated to the United States from Wuhan, China and Japan. State and local public health departments are now testing and publicly reporting their cases. CDC case counts and death counts include both confirmed and probable cases and deaths.

Sources: Centers for Disease Control and Prevention, The COVID Tracking Project

Slide last updated on: May 26, 2020

© 2020 SHRM. All Rights Reserved

BETTER WORKPLACES
BETTER WORLD™



Congress & COVID-19: Overview

- This week, the Senate pro-forma session in Washington D.C., where Senators and (limited) staff have resumed normal legislative business at the Capitol.
- The House scheduled to convene on May 27 and May 28, but will continue their work virtually.
- Congress is expected to soon take up additional COVID-19 relief legislation (HEROES Act).





Congress is contemplating new voting procedures during the COVID-19 outbreak



Current procedures

Unanimous consent

- All members agree to a motion without voting
- One member can block the motion

Roll call voting

- Each member must enter the chamber and verbally or physically announce their vote
- All Senate votes take place this way

Vote by electronic device - only in House

- Members insert a card into devices located throughout the chamber and then press a button to vote



Changes proposed

Vote by proxy

- A member of Congress allows another member to vote for them in their absence
- Currently allowed in Senate committee votes

Remote voting

- Voting online or by phone from any location

Extended voting periods

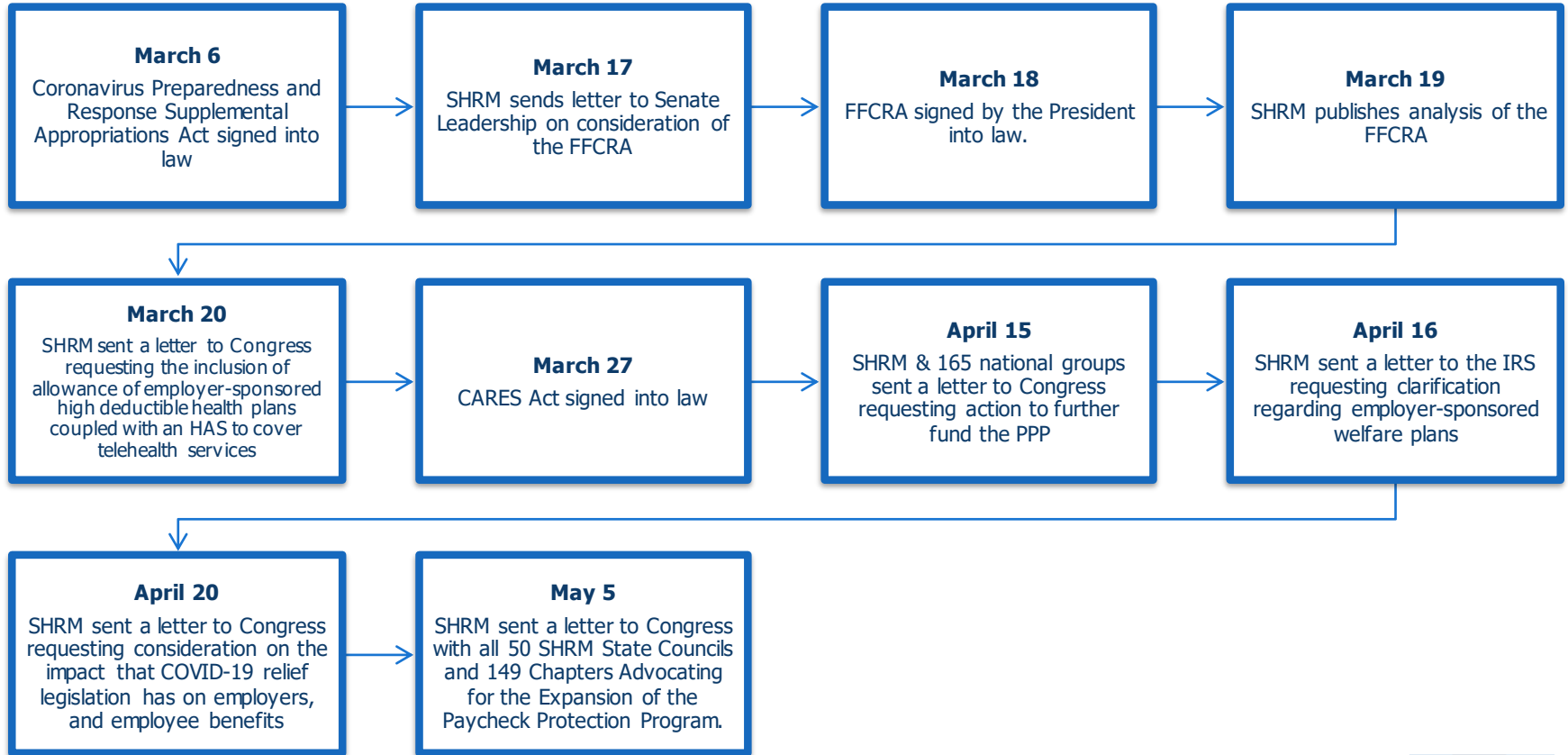
- Elongating the time allowed for voting to reduce crowding in the chambers

Raising unanimous consent threshold

- Requiring more than one member to object for a UC motion to be blocked



SHRM COVID-19 Legislative Timeline





The Families First Coronavirus Response Act (FFCRA)

- The Families First Coronavirus Response Act (FFCRA) “H.R. 6201” was signed into law on March 18th.
- The FFCRA requires employers with 500 or fewer employees to provide emergency paid sick leave under the Fair Labor Standards Act (FLSA) and emergency paid leave under the Family and Medical Leave Act (FMLA).
- **SHRM FFCRA Resources:**
 - [FAQs: The Families First Coronavirus Response Act](#)
 - [SHRM’s in-depth analysis of the Families First Coronavirus Response Act](#)



Coronavirus Aid, Relief, and Economic Security Act (CARES Act)

- The Coronavirus Aid, Relief, and Economic Security Act (CARES Act) was signed into law on March 27th.
- The CARES Act includes important changes to employer-sponsored benefits including healthcare, unemployment insurance, retirement, business provisions, and education assistance.
- **Notable CARES Act provisions:**
 - Established the Paycheck Protection Program
 - Created the Pandemic Unemployment Assistance Program
 - Temporarily allows for employers to provide up to \$5,250 of tax-free education assistance to be applied to an employee's student loans, excluded from an employee's income.
- **SHRM CARES Act Resources:**
 - [SHRM's in-depth analysis of the CARES Act](#)

Congress's three-phase response to the coronavirus crisis and potential next steps

Phase 1

Initial support and vaccine development

H.R. 6074 — Coronavirus Preparedness and Response Supplemental Appropriations Act

- \$8.3 billion in COVID-19 response funding for developing a vaccine and preventing further spread of the virus
- Became law on 3/6/20

Phase 2

Paid leave, unemployment and food assistance

H.R. 6201 — Families First Coronavirus Response Act

- \$100 billion in worker assistance, including emergency paid sick leave, food assistance, and unemployment payments
- Became law on 3/18/20

Phase 3

Major economic stimulus package

H.R. 748 CARES Act

- Major stimulus package (\$2 trillion)
- Loans and support to major industries, including airlines and small businesses
- Direct payments to individuals and families
- Became law on 3/27/20

Phase 4 – TBD “HEROES Act”

House passed a \$3 trillion package of priorities for the next phase of coronavirus response; however, the legislation is unlikely to pass through the GOP-controlled Senate

- Funding for state and local government, hospitals, additional stimulus for individuals, mental health
- Childcare for frontline workers
- Extended unemployment timeline
- Student loan forgiveness
- Money for testing, treatment, data, and vaccine development
- Subsidized COBRA benefit
- Paycheck Protection Program (PPP) changes including expanded eligibility for non-profits
- Extension of the date by which companies have to hire back employees by two additional months
- Provisions to support K-12 education

Phase 3b

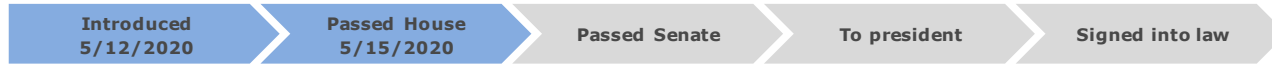
Additional funding for small businesses/hospitals

S.Amdt. 1580 Paycheck Protection Program and Health Care Enhancement Act

- \$310 billion for the depleted Paycheck Protection Program, additional funding for hospitals and testing
- Became law on 4/24/20



Phase 4 (H.R. 6800): Health and Economic Recovery Omnibus Emergency Solutions (HEROES) Act



Total cost: \$3 trillion

Additional stimulus checks and unemployment support

- Issues a second round of stimulus checks for \$1,200 per family member, for up to \$6,000 per household
- Extends weekly \$600 federal unemployment payments through Jan. 2021

Health provisions

- Provides \$75 billion for coronavirus testing, contact tracing, and isolation measures
- Creates a special ACA enrollment period for uninsured Americans and protects individuals who are losing their employer-provided health insurance with COBRA subsidies

Provisions for employees and employers

- Establishes a \$200 billion Heroes' fund to provide essential workers with hazard pay
- Requires OSHA to issue standards for workplaces to implement infection control plans and prevents employers from retaliating against workers who report infection control problems
- Provides \$10 billion for COVID-19 emergency grants through the Economic Injury Disaster Loan program
- Extends PPP coverage until Dec. 2020 and modifies PPP funds to ensure they reach 'underserved communities'

- Provides almost **\$1 trillion to state, local, territorial and tribal governments** for workers providing essential services and COVID-related expenses, such as forgone revenues
- **\$175 billion in funding to assist renters and homeowners** with monthly rent, mortgage, and other housing-related costs
- **15% increase to maximum SNAP benefit** and funding for WIC and Child Nutrition Programs
- Creates **standards for mail-in voting** for the Nov. 2020 election and provides at least **\$25 billion in funding for the US Postal Service**



The HEROES Act is a \$3 trillion coronavirus tax cut and spending bill



\$1 trillion for state, local, and tribal governments



Direct payments to individuals, up to \$6,000 per family



\$200 billion for hazard pay for essential workers



\$75 billion for coronavirus testing and tracing



\$175 billion in housing support



\$25 billion for the US Postal Service



SHRM policy priorities and the HEROES Act

Program	Summary	SHRM Action
The Paycheck Protection Program	The bill doesn't add more money for the PPP for small businesses since \$310 billion was allocated for the program on April 22. It does extend the program from June 30 to December 31, 2020. The proposal expands PPP eligibility to include all nonprofits, including 501(c)(6) organizations.	SHRM sent a letter to Congress on May 5 urging the expansion of PPP eligibility to include 501(c)(6) organizations. The letter was signed by all 50 State Councils and 149 Chapters.
Extension of expanded unemployment insurance	The CARES Act expanded unemployment insurance by \$600 per week until the end of July and made more people, including independent contractors and the self-employed, eligible. This bill would extend expanded benefits through January 31, 2021 and put in a so-called "soft cutoff" to ensure some individuals could get benefits through March 2021.	SHRM advocated in our April 20 letter to Congress for additional funding to states to offset increased expenses of unemployment benefits.
Health Flexible Spending Arrangements (FSAs)	The bill would allow taxpayers to carry up to \$2,750 in unused benefits or contributions forward into 2021. In addition, it allows participants to make one-time elections for any reason to a health FSA between the date of enactment and December 31, 2020 and provides an extension of the grace period for the 2020 plan year to 12 months after the end of the 2020 plan year.	SHRM advocated in our April 20 letter to Congress for flexibility of FSA accounts, including increasing the carryover amount.



SHRM policy priorities and the HEROES Act

Program	Summary
Dependent Care Flexible Spending Arrangements (DCFSAs)	This bill would allow participants to make changes to elections and carry over up to the annual maximum amount of unused dependent care assistance benefits or contributions from 2020 to 2021. Like health FSAs, provides an extension of the grace period to allow benefits or contributions from DCFSAs to be used for expenses incurred up to 12 months after the end of the plan year.
Family and Medical Leave Act	This bill amends the Family and Medical Leave Act (FMLA) by temporarily suspending, until December 31, 2022, the current 1,250 hour eligibility requirement and reduces the tenure eligibility requirement from 12 months to 90 days under nonemergency Family and Medical Leave Act (FMLA). The bill also clarifies that public agencies are covered under the FMLA, regardless of the number of employees. The bill also clarifies that an employee shall have access to both 12-weeks of non-emergency FMLA and 12-weeks of Emergency Paid Family and Medical Leave Act (EPFMLA) in a calendar year while EPFMLA is in effect.
Emergency Paid Family and Medical Leave Expansion Act	The bill extends the availability of Emergency Family and Medical Leave benefits from December 31, 2020 to December 31, 2021. The bill also amends the Families First Coronavirus Response Act (FFCRA) by removing the 500 employee threshold – leave requirements will apply to all employers regardless of size while removing exemptions for small businesses and healthcare providers.



SHRM policy priorities and the HEROES Act

Program	Summary
Intermittent Leave	The bill clarifies that employees can take leave intermittently or on a reduced work schedule, regardless of a previous agreement between an employer and employee.
Emergency Paid Sick Leave	This bill extends the availability of emergency paid sick leave from December 31, 2020 to December 31, 2021. Allows eligible employees to use paid sick leave for the uses allowed under the emergency FMLA (see above). For each 12-month period, entitles eligible full-time employees to two workweeks (80 hours) of emergency paid sick leave. For each 12-month period, eligible part-time employees are entitled to the hours of emergency paid sick leave that equals the typical number of hours that they work in a typical two-week period. Ensures employees receive emergency paid sick leave in addition to any existing employer provided paid leave. Allows employers to require requests for paid sick leave to be supported by basic documentation, but not before 7 days after the employee has returned to work. Requires employees to provide their employers with notice of need to take leave as soon as is practicable.
COBRA subsidies	The bill funds approximately nine months of full premium subsidies for the existing health insurance program COBRA, which allows laid-off or furloughed employees to stay on their health insurance plans. COBRA is typically prohibitively expensive; this bill would make it much more affordable for workers losing their health insurance along with lost jobs.



SHRM policy priorities and the HEROES Act

Program	Summary
More money for small businesses	The bill includes \$10 billion for grants for small businesses that haven't received funds from the Paycheck Protection Program.
Payroll credit for certain fixed expenses of employers subject to closure by reason of COVID-19	Provides a 50% refundable payroll tax credit for qualified fixed costs. Qualified fixed costs include covered rent obligations, covered mortgage obligations, and covered utility payments. This credit is limited to employers with no more than 1,500 full-time equivalent employees or no more than \$41,500,000 in gross receipts in 2019. Additionally, employers must be subject to a full or partial suspension due to a COVID-19 government order or have a decline in gross receipts of at least 20% compared to the same calendar quarter of the preceding year. This credit is phased in for employers with a decline in gross receipts between 10% and 50%.
Credits for paid sick leave and family leave	Extends the refundable payroll tax credits for paid sick and family leave, enacted in the Families First Coronavirus Response Act, through the end of 2021. The bill makes a number of changes to paid sick and family leave credits including increasing the rate for caregivers of individuals subject to a coronavirus related stay at home order and parents providing for children affected by a coronavirus related school closure and allowing employers to claim up to \$12,000 in refundable payroll tax credits, rather than \$10,000, among other changes.



SHRM policy priorities and the HEROES Act

Program	Summary
Retirement Related Provisions	Several retirement provisions are included in the bill, including further relief from required minimum distributions (RMDs) and aid for struggling multiemployer pension plans. The bill would waive required minimum distributions from defined contribution plans and IRAs for 2019; waives the 60-Day Rule in case of Rollover of Otherwise Required Minimum Distributions in 2019 and 2020. This provision further expands the 2020 RMD relief in the CARES Act.



SHRM Priority Issues to Congress

- **Small Businesses** – Congress should authorize additional funding for the Paycheck Protection Program and expand to include all nonprofit organizations.
- **Health Care Benefits** – Congress should grant employers an additional 60-90 days following the date of the end of the national, state, and local emergencies to respond to IRS 226-J notifications.
- **Flexible Spending Accounts (FSAs)** – Congress should ensure maximum flexibility for FSAs.
- **Paid Leave** – SHRM urges policymakers to avoid imposing additional paid leave requirements that may inadvertently force employers to reduce employment at a time when financial stability is needed most.
- **Job Share Programs** – Congress should seek to implement a federal framework replicating successful state job-sharing programs to ensure employees have financial stability and access to healthcare during this crisis.
- **Unemployment Insurance (UI)** – Congress should build on the Families First Coronavirus Response Act and the Coronavirus Aid, Relief, and Economic Security Act by authorizing stimulus support to states to offset increased expenses of unemployment benefits.



Paycheck Protection Program in Alaska

Approximately \$130 billion in Paycheck Protection Program (PPP) funding available for small businesses. The program distributes forgivable loans to small businesses for payroll, and companies can also use a portion of the funds to pay rent, interest on mortgages or utilities.

As of May 1, 8,700 PPP loans have been approved for Alaska businesses, totaling nearly \$1.3 billion.

Average loan amounts are about \$86,000.

PPP loans revised for Alaska's seasonal businesses. A rule change by the Treasury Department will allow Alaska's hundreds of seasonal businesses to choose a different 12-week expense period when applying for a PPP loan — a period that more accurately reflects their operating payroll.

Under Treasury's interim final rule, seasonal employers, such as tourism companies and guides, can choose any consecutive 12-week base payroll period between May 1 and Sept. 15, 2019 to determine their PPP loan amount.

The final day to apply for and receive a PPP loan remains June 30, 2020.





Expanding the Paycheck Protection Program (PPP)

- The Coronavirus Aid, Relief, and Economic Security Act (CARES Act) extends financial assistance to 501(c)(3) nonprofit organizations through the Paycheck Protection Program (PPP). However, some SHRM Chapters and State Councils are 501(c)(6) organizations and not eligible to participate in the PPP.
- Congress is expected to consider future COVID-19 emergency assistance legislation this month. It is likely that lawmakers could amend the CARES Act and expand eligibility requirements for the PPP program at that time.
- SHRM is advocating for all nonprofits, including 501(c)(6) organizations such as SHRM Chapters and State Councils, be included in emergency assistance legislation.



50 State Councils + 149 Chapters signed onto SHRM letter in support of PPP expansion.

Thank you!!

Alaska SHRM State Council



May 5, 2020

Speaker Nancy Pelosi
United States House of Representatives

Majority Leader Mitch McConnell
United States Senate

Leader Kevin McCarthy
United States House of Representatives

Minority Leader Charles Schumer
United States Senate

Dear Speaker Pelosi and Leaders McCarthy, McConnell and Schumer:

On behalf of the Society for Human Resource Management's (SHRM) 556 affiliated Chapters and 50 State Councils, we write to urge inclusion of all nonprofit organizations in future emergency assistance legislation in response to the coronavirus (COVID-19) crisis.

SHRM Chapters and State Councils, like other nonprofit organizations, are experiencing severe financial hardships due to COVID-19. Our chapters and state councils are invaluable resources in their local communities, providing services that include resume and job-search support, skills development and training, professional development (certification and recertification for HR professionals), scholarships, employment opportunities and free or low-cost consultative services to small and medium sized businesses. Many SHRM Chapters and State Councils have already reduced or eliminated services, and absent congressional action, the financial viability of these organizations is at risk.

The Coronavirus Aid, Relief, and Economic Security Act extends financial support to 501(c)(3) nonprofit organizations while excluding 501(c)(6) organizations that are equally impacted by COVID-19. We encourage Congress to expand financial assistance program eligibility to include all nonprofits to ensure these organizations can continue to provide services to local HR professionals as they guide employers through this public health crisis.

This assistance is critically important to the 149 undersigned SHRM affiliated Chapters, 50 State Councils and our 300,000+ members who collectively impact the lives of more than 115 million employees.

Sincerely,

Johnny C. Taylor, Jr., SHRM-SCP
President & CEO

Emily M. Dickens
Corporate Secretary, Chief of Staff &
Head, Government Affairs

CC: All Members of Congress



CONGRESS:



HELP THOSE WHO HELP OTHERS

Include 501(c)(6) Nonprofits in Emergency Assistance

SHRM's 556 affiliated Chapters and 50 State Councils provide invaluable services to employers and workers:

- Help for small- and medium-sized businesses
- Resume and job-search support
- Skills development and training

shrm.org/protect-chapters



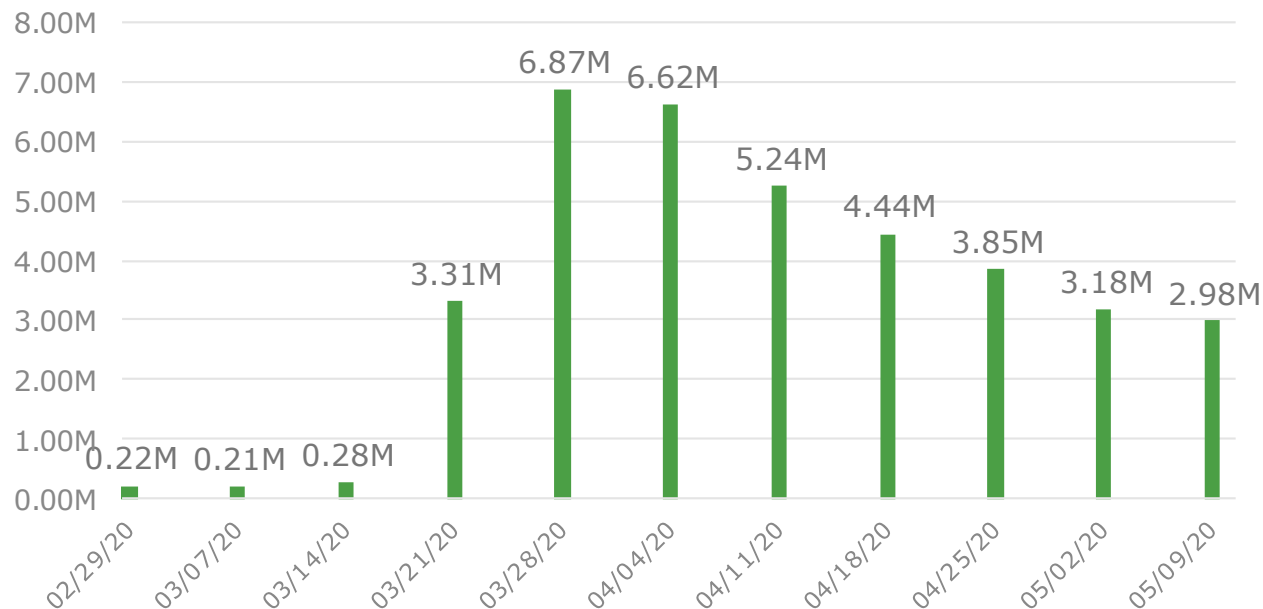
**Take action TODAY by visiting,
shrm.org/protect-chapters.**



The number of seasonally adjusted initial unemployment claims over the past eight weeks is over 36 million

Initial unemployment insurance weekly claims, seasonally adjusted

FEBRUARY 29, 2020 – MAY 9, 2020



Sources: Department of Labor.

Slide last updated on: May 19, 2020

© 2020 SHRM. All Rights Reserved

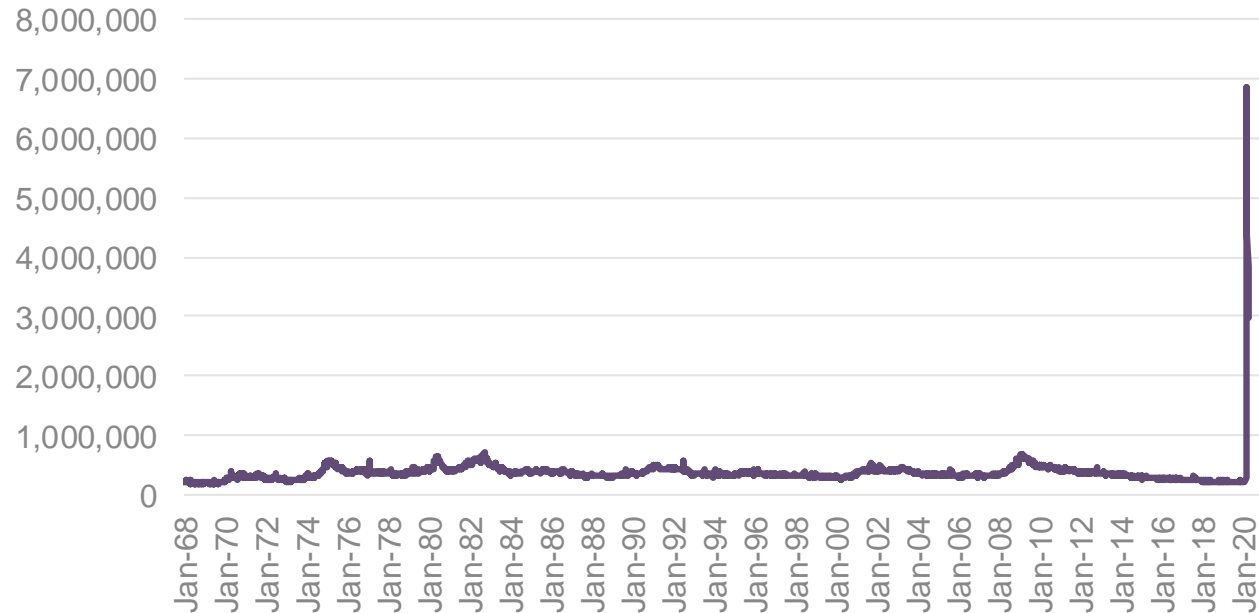
BETTER WORKPLACES
BETTER WORLD®



Putting coronavirus job loss numbers in historical context

Initial unemployment insurance weekly claims, seasonally adjusted

JANUARY 1968 – MAY 2020



Sources: Department of Labor.

Slide last updated on: May 19, 2020

© 2020 SHRM. All Rights Reserved

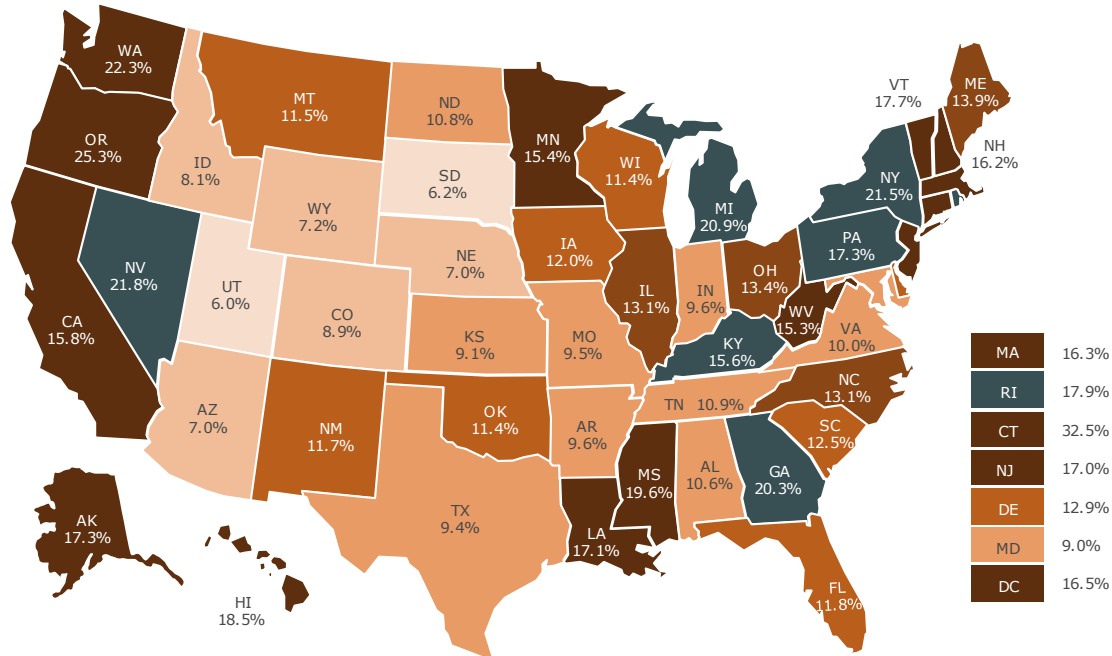
BETTER WORKPLACES
BETTER WORLD™



Unemployment claims as a percentage of state civilian workforces

AS OF MAY 14, 2020, TAX FOUNDATION

Legend:
 < 7% (lightest orange)
 7-8.99% (light orange)
 9-10.99% (medium orange)
 11-12.99% (dark orange)
 13-14.99% (brown)
 ≥ 15% (darkest brown)



Sources: Tax Foundation.

Slide last updated on: May 19, 2020

© 2020 SHRM. All Rights Reserved

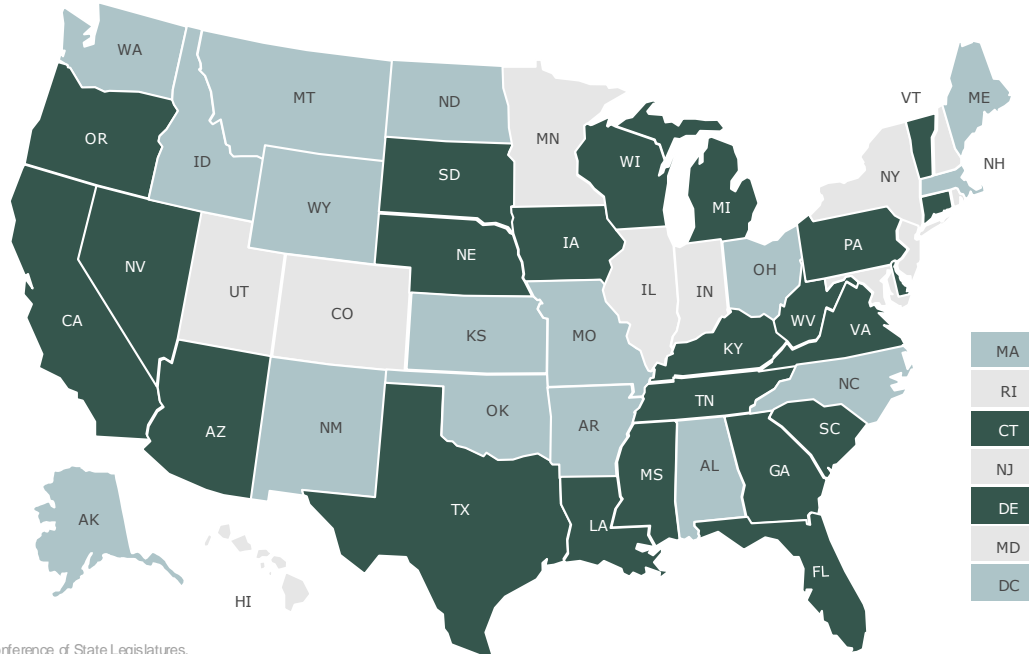
BETTER WORKPLACES
BETTER WORLD™



State actions pertaining to work search requirements

AS OF MAY 14, 2020, NATIONAL CONFERENCE OF STATE LEGISLATURES

■ Work search requirements waived ■ Work search requirements waived conditionally ■ No action

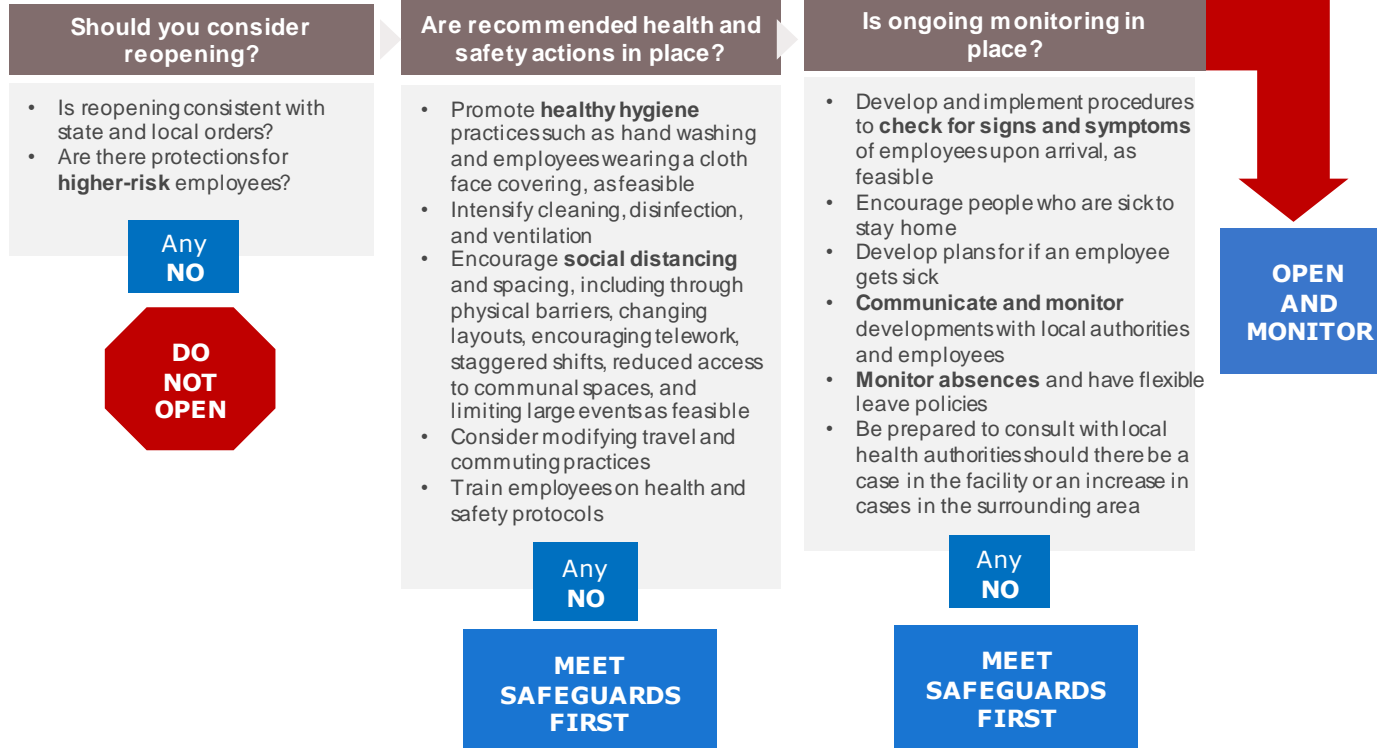


Sources: National Conference of State Legislatures.



CDC reopening guidance for workplaces

Workplaces are guided to meet **all** requirements in each stage before advancing



Sources: CDC



SHRM COVID-19 Research

Mental Health of U.S. Workforce Under Severe Strain



- / **ALLOWING FOR TELEHEALTH TO BE OFFERED AS A STANDALONE BENEFIT**, enabling employers to offer this type of coverage to all employees, including part-time workers
- / **ELIMINATING STATE BARRIERS TO TELEHEALTH** (such as video-only rules and requirements that patients have a prior relationship with the physician)
- / **PERMIT LICENSED PROVIDERS TO SEE PATIENTS VIA TELEHEALTH ACROSS STATE LINES**



Navigating COVID-19



- We've all been impacted by the COVID-19 crisis in some way. SHRM is here to help CEOs, policy makers, HR professionals and workers navigate what's ahead with the latest research, insights and practical tools across 3 pivotal topics.
- View resources at shrm.org/futurework and shrm.org/nextchapter.



ACA Compliance: Key Dates for 2020

JULY
15
2020

Individual tax returns for 2019 are due.

Employers should ensure that employee census information aligns on both the individual tax returns and the 1095-C schedules. This is also a good opportunity to ensure the coverage offered to your employees is affordable. The W-2 Safe Harbor can be claimed by employers based on the Box 1 wages on employee W-2s. Organizations should know in advance if they will be utilizing the W-2 Safe Harbor. In addition, having W-2 Box 1 wages on hand will make it much easier to supply the IRS with supporting documentation in the event of an IRS inquiry.

JULY
31
2020

Form 720 (PCORI) for 2019 due from self-insured plans (includes self-insured employers).

For calendar year plans, the 2018 calendar year is the final year for paying the assessment. The PCORI fee will not be assessed for plan years ending after Sept. 30, 2019. Applicable organizations should be mindful of their medical plan start and end dates to ensure they are paying the appropriate PCORI fees accurately and time.

NOVEMBER
01
2020

This is the typical start of individuals enrolling on the federal exchange for coverage starting on January 1 of the following year.

Employers should take note of this time frame and be sure that all eligible full-time employees have received or will receive an offer of coverage in a timely manner. Employees electing to enroll in a government-sponsored health plan through the exchange may receive a Premium Tax Credit (PTC). Currently, the receipt of a PTC is the trigger for the issuance of IRS Letter 226J. If an employee receives a PTC, it opens the door for the IRS to investigate the employer's ACA filings and possibly impose 4980H penalties for failing to comply with the ACA's Employer Mandate.

Note that some state health exchanges have different open enrollment periods. Organizations should adhere to the time frames for the state health exchanges in the states in which they have operations.



The coronavirus outbreak has the potential to impact 2020 elections



Changes to the primary schedule

- States have postponed their presidential and congressional primary elections in the wake of the coronavirus outbreak
- Some states have also opted to make their primaries all-mail elections
- Although many states were able to easily decide to alter the dates, it is unlikely that the general election on Nov. 3rd will be postponed
- Since the general election is set by federal law, Congress would have to enact legislation to change the date



The digital campaign trail

- Campaigns have also had to suspend in-person rallies, fundraising events, and some organizing activities
- In lieu of gatherings, candidates have opted to engage voters digitally
- Joe Biden has launched a podcast
- Congressional candidates will also have to turn to digital engagement as candidates self-quarantine and limit events



Voter turnout

- Before the coronavirus outbreak, the 2020 election was expected to have a high voter turnout compared to recent elections
- Turnout for Illinois' primary on March 17th was lower by about 25% than the 2016 primary and Illinois did not have extensive early voting or voting by mail measures
- Arizona's turnout for the March 17th election increased from 2016 and has extensive early voting and vote by mail measures



Incumbent performance

- The greater need for digital advertising due to lower in-person engagement is likely to favor incumbents and candidates with a financial advantage
- Incumbents at the federal, state, and local level are also likely to be judged on how they prepared and responded to the coronavirus crisis



State officials are beginning to consider expanding voting options for November in case COVID-19 still poses a threat

Existing alternatives to in-person Election Day voting

No-excuse absentee (mailed) ballot voting

- **29 states** and Washington, D.C allow any voter who requests an absentee ballot to vote via mail without offering an excuse
- 5 states have all-mail elections, meaning all registered voters are sent a ballot in the mail that they can use to vote; these states still maintain some in-person polling stations

Excuse-required absentee ballot voting

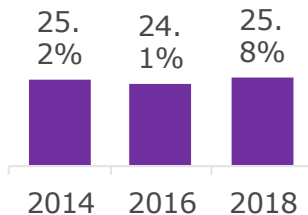
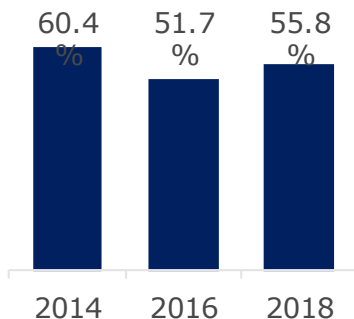
- **16 states** only award absentee ballots to voters who provide an excuse, which must be one of the specific excuses delineated by state law
- Excuses of ten include but are not limited to: being out of the county on Election Day, having an illness or disability, or being of an elderly age

Early in-person voting

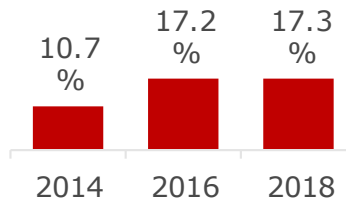
- **40 states** and Washington, D.C. will offer an early in-person voting option for the 2020 elections
- State law dictates early voting details, (such as time, location, and duration)
- Length of early voting periods range from 4 to 45 days; the average length across states is 19 days

Percent voter turnout by voting method in past general elections

■ Election Day voting ■ Voting by mail ■ Early in-person voting



Experts in voter turnout predict that **ballots cast by mail could double** in November 2020 from 2016 levels



Sources: NCSL, Vox, The Atlantic.

Slide last updated on: April 15, 2020

© 2020 SHRM. All Rights Reserved

BETTER WORKPLACES
BETTER WORLD™

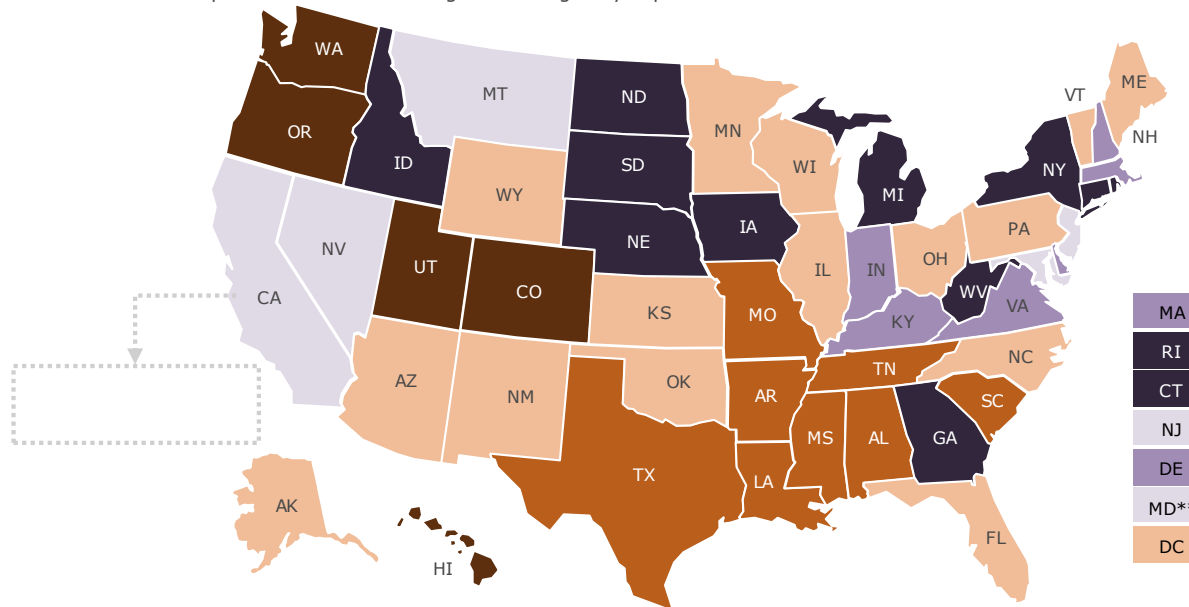


A number of states have expanded voting options for spring and summer elections due to COVID-19

Vote by mail rules for federal elections

AS OF MAY 19, 2020

- All-mail elections
- No-excuse absentee voting
- Excuse required for absentee voting
- A automatic mail-in ballots due to COVID-19
- A automatic mail-in ballot applications due to COVID-19
- Eligibility expanded to allow voters to use absentee ballots due to COVID-19



Sources: NCSL; Axios; Balotpeña
Slide last updated on: May 19, 2020

** MD will hold mostly all-mail elections this spring/summer, but one voting center per county will be open
© 2020 SHRM. All Rights Reserved



There are many policy options that could decrease crowding on Election Day

For states with excuse-required absentee ballots

- **Expanding the list of acceptable excuses** for receiving a mailed ballot in states that currently require an excuse
- **Implementing no-excuse absentee ballots**
- **Prepare for an increase** absentee ballots, regardless of expanding availability

For states with early voting

- **Increasing the length** of early in-person voting periods
- **Keeping early voting locations open** on Election Day
- **Expanding the dates** of early voting to include voting on the weekends and **expanding hours of operation**

For all states

- **Relaxing rules** associated with absentee ballot submission (e.g. requiring notarization)
- **Consolidating polling locations** to decrease the amount of poll workers needed
- **Expanding curbside voting**, whereby poll workers bring a ballot or ballot-marking device to the voter's car, which is sometimes used for voters with disabilities

Debate on elections reform

Opponents

- President Trump has argued that mailed ballots result in **increased voter fraud** and will ultimately **harm the Republican party**
- Other members of the GOP are more opposed to the **federal government dictating elections laws** and taking power away from the states, where they argue it belongs



Supporters

- Democrats and elections experts point out that using mailed ballots **does not cause voter fraud** and officials must ensure people are able to vote safely
- Despite comments by Trump, **the RNC has mailed voters** urging them to protect themselves and use mailed ballots, and **GOP governors** have begun increasing access to mailed ballots in their states

Sources: NCSL; Washington Post; New York Times.

Slide last updated on: April 15, 2020

© 2020 SHRM. All Rights Reserved

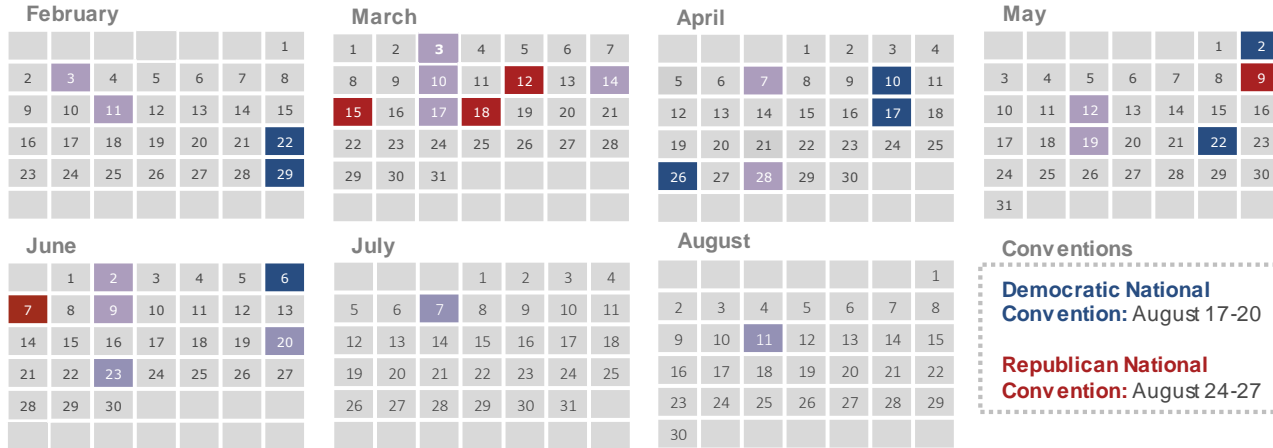
BETTER WORKPLACES
BETTER WORLD™



2020 presidential primary schedule

AS OF MAY 21, 2020

■ Primary for both parties ■ Democratic primary ■ Republican Primary



Feb. 3: IA
Feb. 11: NH
Feb. 22: NV (D)
Feb. 29: SC (D)

March 3 - Super Tuesday:
AL, American Samoa (D), AR, CA, CO, MA, ME, MN, NC, OK, TN, TX, UT, VT, VA (D), Dems Abroad (D)
March 10: ID, MI, MS, MO, ND, WA
March 12: Virgin Islands (R)

March 14: Guam (R), Northern Mariana (D), WY (R)
March 15: Northern Mariana (R)
March 17: AZ (D), FL, IL
March 18: American Samoa (R)

States that have cancelled the Republican primary or caucus:
AK, AZ, HI, KS, NV, SC, VA

April 7: WI
April 10: AK (D) by mail
April 17: WY (D) by mail
April 26: Puerto Rico (D)
April 28: OH

May 2: KS (D), Guam (D)
May 9: WY (R)
May 12: NE
May 19: OR
May 22: HI (D) by mail

June 2: DC, DE, IN, MT, MD, NM, PA, RI, SD
June 6: Virgin Islands (D)
June 7: Puerto Rico (R)
June 9: GA, WV
June 23: KY, NY*

July 7: NJ
July 11: LA

Aug. 11: CT

*New York cancelled its presidential primary, but a federal judge ordered the state to move forward with the primary in June. State officials plan to appeal the decision.



Most states will hold their congressional primary in June or August

2020 congressional primary schedule

March

1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

May

					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

June

	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

July

			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

August

						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

September

		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

March 3: AL, AR, CA, TX, NC
March 10: MS
March 17: IL

April 28: OH

May 12: NE
May 19: OR

June 2: DC, IA, **ID, IN, MD**, MT, NJ, NM, **PA**, SD
June 7: Puerto Rico
June 9: GA, NV, ND, SC, WV
June 23: NY, KY, VA
June 30: CO, OK, UT

July 7: NJ
July 14: ME

Aug. 1: Virgin Islands
Aug. 4: AZ, KS, MI, MO, WA
Aug. 6: TN
Aug. 8: HI
Aug. 11: CT, MN, VT, WI
Aug. 18: AK, FL, WY
Aug. 29: Guam

Sept. 1: MA
Sept. 8: NH, RI
Sept. 15: DE

Nov. 3: LA

Italics and bolding indicates a postponed primary due to the coronavirus pandemic



2020 presidential candidates



**President
Donald Trump**

Background:

- 45th president of the United States
- Received a BS degree from Penn's Wharton School of Business
- Born and raised in New York City
- Appointed president of his family's real estate business in 1971; made his fortune from building and renovating skyscrapers, hotels, casinos, and golf courses as well as brand licensing
- Starred in the reality TV competition, *The Apprentice* from 2003-15
- Managed The Trump Organization until his presidential inauguration
- Birthday: 6/14/46



**Former Vice President
Joe Biden**

Background:

- Served as vice president to Pres. Obama for both terms, 2009-2017
- Received a BA from U. of Delaware and a JD from Syracuse University
- Was a key advisor to Obama and an experienced leader of the Senate
- Served as US senator for Delaware from 1973-2009
- Served as chairman of both the Judiciary and Foreign Relation Committees
- Known most widely for his work on criminal justice reform and the Violence Against Women Act
- Birthday: 11/20/42



Health Care: 2020 presidential candidates stances



**President
Donald Trump**

Views on health care:

- President Trump opposes the Affordable Care Act
- In July, President Trump signed an executive order to modernize kidney disease treatment
- Wants to give more power and flexibility to states when it comes to Medicaid
- Supports the idea of allowing people to purchase health insurance across state lines
- Expanded health savings accounts and introduced short-term limited-duration plans that circumvented ACA requirements in his first term
- Advocates for health care reform that is based on “free market principles”
- Supports using an international pricing index to help lower the cost of prescription drugs and allow for more overseas drug providers through decreased regulation



**Former Vice President
Joe Biden**

Views on health care:

- During his tenure as Vice President of the United States, Biden and the Obama Administration passed the Patient Protection and Affordable Care Act (ACA)
- His proposed health plan builds on the ACA by offering a new public insurance option which would compete with private insurance in the market
- The Biden Plan looks to lower drug costs by giving Medicare the authority to negotiate prices directly and tax drug makers whose prices rise above rates of inflation
- Supports the repeal of the Hyde Amendment
- His plan to control prescription drug corporations includes eliminating pharmaceutical corporations' tax break for advertising spending and support for consumer prescription drug importation from other countries
- Founded the nonprofit Biden Cancer Initiative to build on the White House Cancer Moonshot's goals to work at enhancing “cancer prevention, detection, diagnosis, research, and care.”



Immigration: 2020 presidential candidates stances



**President
Donald Trump**

Views on immigration:

- President Trump has repeatedly attempted to secure funding for a wall along the US-Mexico border; this was one of his signature campaign promises in 2016
- His administration has also taken action to terminate the Deferred Action for Childhood Arrivals (DACA) and Deferred Action for Parents of Americans (DAPA) programs
- A new public charge rule with additional programs that are counted is set to go into effect October 15th; President Trump has also signed a proclamation that only allows immigrants that either have or can pay for health insurance entry into the US
- President Trump has also shown for ending chain migration and eliminating the visa lottery system



**Former Vice President
Joe Biden**

Views on immigration:

- During his presidential campaign, Biden has been asked to answer for the deportation and family separation policies during the Obama administration while he was vice president
- Biden has also pointed to the Obama administration's executive action to create the Deferred Action for Childhood Arrivals (DACA) program
- His immigration reform plans include ending child detention in for-profit prisons and family separation, and improving screening procedures at legal ports of entry in cooperation with Canada and Mexico
- He also plans to terminate the travel ban for individuals from Muslim-majority countries and protect undocumented members of the United States' armed services



Labor Policy: 2020 presidential candidates stances



**President
Donald Trump**

Views on labor policy:

- The Trump administration has initiated a variety of rule rollbacks, including the likely reduction of a proposal that would have made more than four million additional salaried employees eligible for overtime pay and several other health and safety regulations
- Both of Trump's appointees to the Supreme Court – Neil Gorsuch and Brett Kavanaugh – have tended to side with employers over workers
- The White House's top economic advisor, Larry Kudlow, has vocally opposed increasing the federal minimum wage. However, Trump's position on minimum wage is unclear; in the primaries, he supported a minimum wage increase to \$10
- During his 2016 campaign, Trump put forth a policy proposal for six weeks of paid maternity leave for new mothers



**Former Vice President
Joe Biden**

Views on labor policy:

Wages: Has supported a \$15/hour minimum wage since 2015, when President Obama's official stance was \$12/hour

Paid leave: Rallied with Gov. Andrew Cuomo for New York's paid family leave program

Unions: Supports workers' rights to form unions & collective bargain

Other proposals

- Plans to strengthen benefits for older Americans by ensuring long-run solvency for social security and implementing a minimum benefit for lifelong workers
- Supports measures that protect workers who discuss their pay from employer retaliation and measures against wage theft
- Supports ending misclassification of workers to avoid paying them overtime
- Supports banning non-compete clauses
- Was instrumental in the development of the *Workforce Innovation and Opportunity Act* (2014) while Vice President

Legislation supported: *S.1306 - Protecting the Right to Organize*

Act of 2019: H.R.7 - Paycheck Fairness Act



Tax Policy: 2020 presidential candidates stances



**President
Donald Trump**

Viewson tax policy:

- Signed into law the “Tax Cuts and Jobs Act” (TCJA), a \$1.5 trillion overhaul of the US tax code, in 2017
 - The law permanently reduced corporate tax rates from 35% to 21% and temporarily decreased individual income tax rates for most brackets
- Campaigned on enacting middle class tax cuts during his 2016 presidential bid
- Proposed a “major” middle-class tax cut if Republicans win the White House and retake the House in 2020



**Former Vice President
Joe Biden**

Viewson tax policy:

- *In his tax proposal, the former Vice President says he will:*
 - Increase income and payroll taxes for individuals with high incomes
 - Repeal various TCJA provisions
 - Reduce tax subsidies for certain industries (like the fossil fuel industry), and increase subsidies for investments in renewable energy
 - Tax capital gains at the rate of ordinary labor income for those earning more than \$1 million
 - Ensure that earnings over \$400,000 are subject to the Social Security payroll tax
 - Raise the corporate tax rate to 28% and implement a 15% corporate minimum tax
- An analysis by the Tax Policy Center found that Biden’s plan would increase federal revenues by \$4 trillion over the next 10 years

SHRM AND CHAPTERS ARE BETTER TOGETHER

WHY BELONG TO SHRM AND A SHRM-AFFILIATED CHAPTER?

SHRM MEMBERSHIP



Download 3,000+ articles, tools, templates and how-to guides



SHRM-certified HR knowledge advisors can help with your most pressing HR questions



Stay on top of critical HR issues through e-newsletters, webcasts and *HR Magazine*



Receive alerts on federal, state and local employment laws

CHAPTER MEMBERSHIP



Create a network with HR professionals and companies in your community



Advance your career through local professional-development learning opportunities



Gain insights on HR best practices including recruitment, training, benefits and more



Earn PDCs for attending chapter-approved programs

JOIN OR RENEW TODAY
SHRM.ORG/JOIN-NOW



Presenter Contact Information



Chatrane Birbal, Director, Policy Engagement



Chatrane.Birbal@shrm.org



+1-703-535-6214 Direct



ALASKA SHRM STATE COUNCIL



COVID-19 Federal Legislative Update

Presented by Chatrane Birbal

Certificate for Professional Development Credits:

<http://alaska.shrm.org/certificate>

Program Handouts:

<http://alaska.shrm.org/slides>

➤ Bookmark our page

<http://alaska.shrm.org>

➤ Follow us on Facebook

<http://www.facebook.com/AKSHRMStateCouncil>