

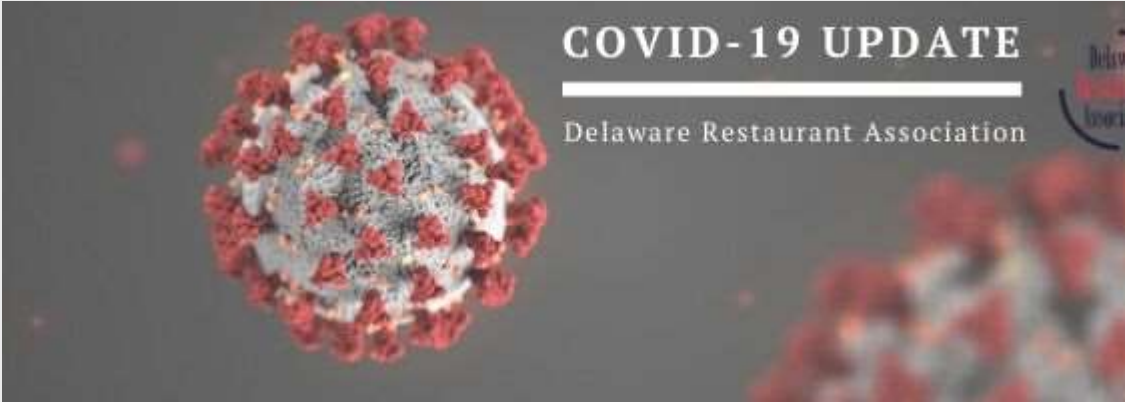
From: Delaware Restaurant Association <carrie@delawarerestaurant.org>

Date: March 30, 2020 at 6:12:38 PM EDT

To: Carol Everhart <Carol@beach-fun.com>

Subject: - DRA/COVID-19 Update - 1st Steps for Businesses - CARES & SBA Grants/Loans Info

Reply-To: Delaware Restaurant Association <carrie@delawarerestaurant.org>



COVID-19 UPDATE
Delaware Restaurant Association

The DRA is working around the clock to continually protect Delaware's restaurant industry.

1 in 10 Delawareans work in the restaurant industry, and we're proud to serve as the center and heartbeat of our communities.

Our questions/requests to all leaders & government officials remain the same:

How can we best enact an emergency relief package for businesses & employees?

How can we get cash to those who need it most?

We've updated information to members on how they can best understand and get started applying for the grants/loans enacted under the federal

CARES Act,
plus continued to expand information available for
safe carryout & delivery practices - a virtual toolkit is coming soon!

And don't forget to direct your followers to delawarerestaurant.org/relief -
our DE E.A.T.s industry relief fund is now over \$100,000 but we need your
help
to get to \$1 Million raised which = financial support to 2,000 workers!

The latest news is grouped into sections below.

Please also turn to our social media pages for daily updates & news stories.

We'll announce any breaking news additionally as needed.



Delaware Restaurant Association

Please note that beginning Tuesday, March 24th all DRA staff will be working remotely in accordance with the latest State of Emergency declarations. Phones will be forwarded,

but please continue to reach out via email for quickest response.

Carrie Leishman - Carrie@delawarerestaurant.org

Karen Stauffer - Karen@delawarerestaurant.org

Raelynn Grogan - Raelynn@delawarerestaurant.org

Rae Whichard - Rae@delawarerestaurant.org

Alexa Liguori - Alexa@delawarerestaurant.org

NRA WEBINAR - UNDERSTANDING THE CARES ACT

CARES Act Becomes Law



The restaurant industry acted, Congress listened!

Restaurant operators, employees, and customers sent hundreds of thousands of emails to lawmakers demanding Congressional action on a restaurant recovery plan, **which includes several priorities that we collectively secured.**

- **Creation of the Paycheck Protection Program (PPP): The PPP provides loans through the SBA, and include a mechanism to be completely forgiven.** We secured a special carveout that maximizes the number of restaurants that are eligible for these loans, allowing restaurant groups and independent restaurants with larger employee counts to participate. We prevailed in our push for Congress to waive an array of rules and tests for SBA loan applications that traditionally slow up the process for restaurants.
- **Delay of Payment of Employer Payroll Taxes:** Businesses can defer (pay half by Dec. 2021 & half by Dec. 2022) their share of social security taxes.
- **An Employee Retention Tax Credit that provides restaurants with a refundable payroll tax credit for 50% of wages paid during the the COVID-19 crisis.**
- **A Fix to the Qualified Improvement Property (QIP) Tax Glitch:** After many years, we finally won the fight for Congress to fix this drafting mistake. Restaurants can now permanently depreciate eligible renovations over 15 years, instead of 39, and they can fully and immediately deduct these expenses in 2018-2022.

For additional information on our priorities included in the legislation, [click here.](#)

Please take a moment to thank your members of Congress for taking swift action to support the industry! This alert will also remind Congress that while the CARES Act is a vital step toward assisting with economic recovery, more will be needed and our industry stands ready to work with them again toward our shared goals.

[Click here for Congress Action Alert](#)

[More info for Small Businesses from US Senator Chris Coons here.](#)

H.E.L.P. LOANS - SALES LIMIT RAISED TO 2.5M

Applications Now Accepted for Restaurants with Sales Up to \$2.5 Million

On March 26, Gov. John Carney approved an expansion of the Hospitality Emergency Loan Program (H.E.L.P.) to reach a wider range of small businesses throughout Delaware.

The cap on the size of eligible businesses, which had been \$1.5 million in annual revenue, has been raised to \$2.5 million.

The loans will still be eligible to apply towards expenses like a lease payment, utility bill or insurance payment, with the goal of helping as many small businesses as possible get through this difficult period.

H.E.L.P. offers no-interest loans of up to \$10,000 per business per month. The money can go toward rent, utilities and other unavoidable bills but cannot be used for personnel costs. The loans have a 10-year term with payments deferred for nine months.

[*Click here to apply*](#)

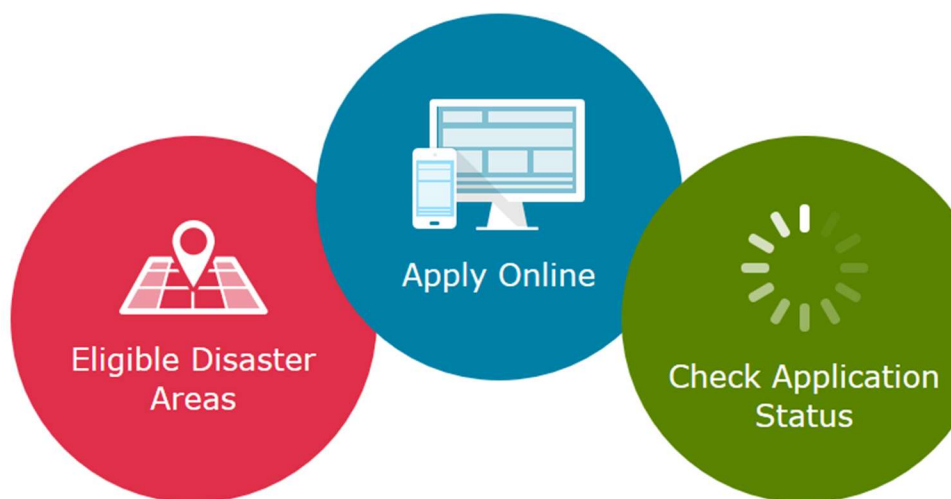
[Daily SBA Updates for Delaware small businesses and non-profits](#)

The Delaware district office of the Small Business Administration (SBA) offers daily calls to provide small business owners and nonprofits the latest information on SBA programs.

Each weekday at 3 PM, Delaware SBA staff are available on an open call to those with questions about new or changing programs. **Please join in at 3 PM daily by calling 1-202-765-1264 and entering the conference ID#: 827 299 626.**

Disaster Loan Assistance

Federal Disaster Loans for Businesses, Private Nonprofits, Homeowners, and Renters



Have more questions about SBA Loans or other options for your business?

[Click here to a link to loan forms and other information](#)

**NEW INDUSTRY RELIEF PROGRAM FOR
WORKERS**

DE RESTAURANT INDUSTRY RELIEF FUND

Over \$100,000 raised
through your donations!



Over 700 applications
received (and growing!)

Our goal? Raise \$1 million dollars to help restaurant workers!

All donations distributed to Delaware cooks/servers/bartenders/support staff

Help #SAVERESTAURANTS and #SupportLocal

Donate today!

delawarerestaurant.org/relief

PLEASE SHARE! If you (or a friend/coworker/employee) are a full-time industry worker who is out of work due to the recent restaurant shutdowns in response to COVID-19,

[begin your individual application here.](#)

Applications will be reviewed on a rolling basis, with grants delivered beginning on April 6th. Funding will be provided in accordance with the total amount of donations received; all funding will be given directly to industry workers.

Know of a local organization that may be willing to help?
Please direct them to delawarerestaurant.org/relief - all donations are tax-deductible and funding goes directly to financial aid for those in need.

[CLICK HERE TO DONATE OR APPLY!](#)

Questions? Please direct all inquiries to industryrelief@delawarerestaurant.org

TODAY'S UPDATE

Happy to report that DE E.A.T.s has received over **\$100,000** in initial donations

and **730 applications for financial relief** for industry workers.

Keep 'em coming - our goal is to

raise over \$1Million dollars and provide funds to over 2,000 workers!!

**DOL GUIDANCE TO PAID SICK LEAVE/FAMILIES
FIRST ACT**

(From National Restaurant Association): The U.S. Department of Labor just issued some preliminary guidance, in the form of Questions and Answers, in advance of the implementing regulations on the *Families First Coronavirus Response Act* (FFCRA) aka COVID-2, which takes effect April 1. Topics covered include:

- Effective date of coverage
- Determining the under 500 employee threshold
- Possible exemptions for businesses under 50 employees
- Situations for paid leave, and those that do not apply
- plus many more questions answered

To access please click on the link below. The Department advises that they will continue to provide compliance assistance to employers and employees on their responsibilities and rights under the FFCRA, and we will be sure to keep you updated as that information is made available.

<https://www.dol.gov/agencies/whd/pandemic/ffcra-questions>

Earlier this weekend the U.S. Department of Labor published another round of guidance to its growing questions and answers list, which includes additional information on the small business hardship exemption (see questions 58 and 59 below). However, these answers still don't provide insight about the actual process for applying for the exemption. Earlier guidance this week stated "to elect this small business exemption, you should document why your business with fewer than 50 employees meets the criteria set forth by the Department, which will be addressed in more detail in forthcoming regulations." So, it seems the Department is going to make us wait until the regulations are published for the answer to the process question.

58) When does the small business exemption apply to exclude a small business from the provisions of the Emergency Paid Sick Leave Act and Emergency

Family and Medical Leave Expansion Act?

An employer, including a religious or nonprofit organization, with fewer than 50 employees (small business) is exempt from providing paid sick leave and expanded family and medical leave due to school or place of care closures or child care provider unavailability for COVID-19 related reasons when doing so would jeopardize the viability of the small business as a going concern. A small business may claim this exemption if an authorized officer of the business has determined that:

1. The provision of paid sick leave or expanded family and medical leave would result in the small business's expenses and financial obligations exceeding available business revenues and cause the small business to cease operating at a minimal capacity;
2. The absence of the employee or employees requesting paid sick leave or expanded family and medical leave would entail a substantial risk to the financial health or operational capabilities of the small business because of their specialized skills, knowledge of the business, or responsibilities; or
3. There are not sufficient workers who are able, willing, and qualified, and who will be available at the time and place needed, to perform the labor or services provided by the employee or employees requesting paid sick leave or expanded family and medical leave, and these labor or services are needed for the small business to operate at a minimal capacity.

59) If I am a small business with fewer than 50 employees, am I exempt from the requirements to provide paid sick leave or expanded family and medical leave?

A small business is exempt from certain paid sick leave and expanded family and medical leave requirements if providing an employee such leave would jeopardize the viability of the business as a going concern. This means a small business is exempt from mandated paid sick leave or expanded family and medical leave requirements only if the:

- employer employs fewer than 50 employees;
- leave is requested because the child's school or place of care is closed, or child care provider is unavailable, due to COVID-19 related reasons; and
- an authorized officer of the business has determined that at least one of the three conditions described in Question 58 is satisfied.

FREE SERVSAFE TRAINING OFFERED BY NRA

For 30 years, ServSafe has been at the forefront of preparing restaurant and foodservice workers to deliver safe dining experiences for their guests, while also keeping themselves safe. Every day, we train the restaurant and food service industry on topics like cooking temperatures, safe storage, and cross contamination, as well as hygiene, sanitation, and other risk mitigation activities.



Free to the Industry: Food Safety & COVID-19 Training

For 30 years, ServSafe has been at the forefront of preparing restaurant and foodservice workers to deliver safe dining experiences. With the challenges presented by COVID-19, ServSafe has developed **FREE** courses to keep our workers and the dining public safe.



ServSafe Food Handler Online Course and Assessment

Over 2 million people have earned their ServSafe Food Handler certification and until the end of April this premier training and certification program will be **FREE**.



Two New, Free Training Videos

ServSafe has developed two new, free training videos that address COVID-19 precautions for takeout and delivery.

ServSafe Takeout

Training objectives:

- Knowing the symptoms to avoid working when sick
- Proper sanitization
- How to handle food packaging
- Delivery to guests

ServSafe Delivery

Training objectives:

- Safe package handling
- Good hygiene and sanitation for delivery transportation
- Transporting packaged food
- Safe customer contact

Find Out More at [ServSafe.com](https://www.servsafe.com)

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Because of the challenges presented by COVID-19, we have developed a number of **free resources** aimed at keeping our workers and the dining public safe. The National Restaurant Association remains dedicated to helping everyone stay safe. Food safety training and education are more critical now than ever before. With this in mind, ServSafe will be releasing two free new training videos to reinforce safe food handling during the coronavirus outbreak.

- **[ServSafe Takeout: COVID-19 Precautions](#)**
- **[ServSafe Delivery: COVID-19 Precautions](#)**

In addition, to support restaurant workers on the front line, ServSafe is making its standard, ANSI accredited, online **[ServSafe Food Handler](#)** training program available **free of charge through April.**

[CLICK HERE TO ACCESS THE FREE SERVSAFE TRAINING OPTIONS](#)

EXPANDED UNEMPLOYMENT BENEFITS

The Delaware Department of Labor has clarified the expanded unemployment benefits offered to workers displaced by COVID-19 and the restaurant industry shutdowns.

QUESTION - *If I keep an employee on payroll, but with now limited hours, can they still file for unemployment benefits?*

Yes! The DRA worked with the Dept of Labor to get benefits expanded, and employees with reduced hours can now apply for benefits. They will be asked to submit information documenting their previous hours, and their reduction (current)

hours being worked.

QUESTION - *Should my employees say that yes, they are "refusing available work" even though they are not/knowing that they will be rehired when the shutdowns are over?*

We have been informed by the Unemployment office that employees should select "NO" and say that they have not refused work. The UI office is working on removing this question altogether , but we are hearing that the question is till part of the application at this time. **If a claim is denied due to this issue, please contact Ui.claims@delaware.gov**

[Read the full release here.](#)

CORONAVIRUS (COVID-19)

DELAWARE DEPARTMENT OF LABOR
KEEPING DELAWARE FIRST

SUPPORT FOR HOSPITALITY EMPLOYEES

Governor Carney approved the following changes to Delaware's unemployment benefits program for the hospitality industry:

- ▶ The Department of Labor (DOL) will begin processing unemployment claims as they are received with the goal of benefits becoming available within a week.
- ▶ DOL will allow part-time income while collecting benefits as long as employees can demonstrate their decreased hours and earnings.
- ▶ DOL will not classify tipped employees as minimum wage earners as long as their tips are reported as wages.

de.gov/coronavirus

*** A NOTE TO HR REPS WITHIN YOUR COMPANY ***

Per the Secretary of Labor, rather than completing individual forms for each employee registering with the unemployment office, you can send **ONE LETTER** to the office with the names and social security numbers of each employee

attempting to file for benefits.

This will help the office streamline their requests for unemployment benefits
(and lead to quicker acceptances).

[Click here to send the list to the Dept of Labor/Division of Unemployment
Insurance.](#)

*Please direct emails to: Carolyn.Nasser@delaware.gov,
Barry.Butler@delaware.gov,
and William.Potter@delaware.gov.*

Please encourage your employees/coworkers to start an online claim ASAP.

Benefits may be available as early as next week,

if claims are started this week with expedited approval.

[Please visit the Unemployment website to register today.](#)

GOVERNOR URGES ALL TO USE PHYSICAL DISTANCING

During Friday's DRA call with Governor Carney, he urged all restaurants offering takeout and delivery services to post signage and make sure that all are practicing diligent "physical or social distancing" while customers are waiting for takeout orders. He has been receiving reports (and pictures!) of these guidelines not being followed. He urges all Delawareans to do their part to stop the spread. Please be sure to:

- **Ask that guests remain at least 6' in distance from one another, and from restaurant staff**
- **No more than 50 people may gather in any space (preferably less than 10) - if more guest are waiting for carryout orders, please ask them to remain (at a safe, 6' distance from each other) outside of the restaurant**
- **Practice all related personal hygiene and hand washing practices recommended by the CDC to prevent the spread of Coronavirus**
- **Please do not leave home if you are feeling sick or unwell**

Consider posting one of the following in your establishment ([click here to download](#)):

Coronavirus (COVID-19)



DELAWARE HEALTH AND SOCIAL SERVICES
Division of Public Health

HELP US LIMIT THE SPREAD OF COVID-19



If you have these symptoms, please **DO NOT** come in:

Fever and cough

Fever and shortness of breath

Also, we have a limit in the store of
50 CUSTOMERS AT A TIME

While in the store, we encourage social distancing.

Stay 6 feet apart.

THANK YOU!

de.gov/coronavirus

Updated 3.23.20

CORONAVIRUS (COVID-19)



DELAWARE HEALTH
AND SOCIAL SERVICES
Division of Public Health

SOCIAL DISTANCING

TO SLOW THE SPREAD:



1. Avoid large gatherings and crowded places when possible.

The Governor's State of Emergency advises event organizers to cancel events of 50 people or more.

2. Keep a distance of 6-10 feet from others.

Limit your exposure at work and out at restaurants and businesses by staying at least 6 feet away from others.

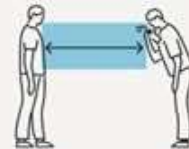
3. Wash your hands regularly

Wash your hands for at least 20 seconds many times per day with soap and warm water.

de.gov/coronavirus

IT'S GREAT TO GET OUTSIDE, BUT PLEASE DO IT SAFELY.

PRACTICE SOCIAL DISTANCING. MAINTAIN A DISTANCE
OF 6 TO 10 FEET FROM OTHERS WHEN IN PUBLIC.



WASH HANDS
FREQUENTLY.



COUGH OR SNEEZE
INTO YOUR ELBOW.

AVOID TOUCHING
SURFACES OR
YOUR FACE.



SELF-QUARANTINE
IF YOU ARE SICK.



For more information: Call 1-866-408-1899,
or 7-1-1 for people with a hearing impairment,
or visit de.gov/coronavirus.



DELAWARE HEALTH
AND SOCIAL SERVICES
Division of Public Health

Also, please add a poster for the DE EATS relief fund for workers:

DELAWARE EMERGENCY ACTION TRUST RESTAURANT RELIEF FUND

These Delawareans have suddenly lost their livelihoods:



waitstaff
bartenders
bussers
line cooks
dishwashers

**YOU
CAN
HELP
THEM
HERE**



SCAN ME



DRAEF is a registered 501(c)(3) charity

Please note:

**According to the FDA and CDC:
"There is no evidence of food or food
packaging being associated with transmission
of COVID-19."**

Read more here & here

#StayCalmAndCarryout #DErestaurants #SafetoCarryout

DHSA OFFERS RELIEF PLAN FOR RENTERS

Governor John Carney and the Delaware State Housing Authority (DSHA) announced a new program that will provide emergency assistance to renters impacted by shutdowns, closures, layoffs, reduced work hours, or unpaid leave due to the COVID-19 health crisis.

**CORONAVIRUS
(COVID-19)**



DELAWARE HOUSING ASSISTANCE PROGRAM



UP TO
\$1,500
EMERGENCY ASSISTANCE
FOR RENTERS

- For eligible renters affected by shutdowns, closures, layoffs, reduced work hours, or unpaid leave due to COVID-19 public health emergency
- Payments made directly to the property owner or utility company

ELIGIBILITY INFORMATION AT
destatehousing.com

de.gov/coronavirus

The Delaware Housing Assistance Program (DE HAP) will provide eligible households up to \$1,500 in assistance, with payments made directly to the property owner or utility

company. Some income eligibility restrictions will apply. [Applications are available on DSHA's website](#)

ADDITIONAL INFORMATION & RESOURCES

[National Restaurant Association - COVID-19 Resources](#)

[Small Business Administration - Disaster Assistance Loans](#)

[Delaware H.E.L.P. Loans](#)

[Most Recent Delaware Updates - Governor Carney](#)

[264 TOTAL CONFIRMED DELAWARE CASES - Latest from](#)

[Delaware.gov](#)

[Restaurant Industry EMERGENCY ACTION TRUST \(DE EATs fund for restaurant workers\)](#)

[Industry Op-Ed by DRA President & CEO Carrie Leishman](#)

[Coronavirus and Food Establishments](#)

[Cleaning & Sanitation Guidelines](#)

[Unemployment Insurance Benefits \(Delaware\)](#)

[FDA Information Update on Supply Chain](#)

[Latest News from the Centers for Disease Control \(CDC\)](#)

[World Health Organization \(WHO\) - Workplace Readiness](#)

UPCOMING EVENTS & TRAINING OPPORTUNITIES

March 2020

PLEASE NOTE - ALL CLASSES AND EVENTS ARE CURRENTLY UNDER REVIEW AND MANY WILL BE CANCELLED, POSTPONED AND RESCHEDULED. WE WILL BE IN TOUCH TO ALL WHO HAVE REGISTERED/SIGNED UP OR BOUGHT TICKETS.

Mar 19	Women of Hospitality Pop-Up	Canceled
Mar 25	HR/Membership Roundtable	Canceled
Mar 26	HR/Membership Roundtable	Canceled

April 2020

Apr 1	DRAEF Annual Fundraising Dinner	Postponed
Apr 6	ServSafe Manager Class/Exam	Postponed
Apr 20	ServSafe Manager Class/Exam	Postponed
Apr 29	DRA/DRAEF 2nd Quarter Board Meeting	Howard High School

** Please Note * At this time the DRA will temporarily halt spending any membership renewal notices and hold all invoices until after the State of Emergency has been lifted.*

Any questions, please contact the DRA at 302.738.2545





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