



# LEARNING LIBRARY



Online Tools for PACA Members





### **Medical Marijuana Laws & Their Effect on Your Business**

**Speaker:** Adele Abrams, Law Office of Adele Abrams, PC

**Hosted on:** February 7, 2020

*This webinar outlines the ins and outs of the new medical marijuana laws and how they will affect your business and your employees.*



### **COVID-19: Workplace and Safety Issues**

**Speaker:** Adele Abrams, Law Office of Adele Abrams, PC

**Hosted on:** March 20, 2020

*Presented by Attorney and Certified Safety Professional, Adele Abrams, this presentation was the first webinar hosted by PACA to address the COVID-19 pandemic, how to keep you and your employees safe while also limiting your liability and exposure at the same time.*



### **Critical Components of the Coronavirus Aid, Relief, and Economic Security Act” (the “CARES Act”)**

**Speaker:** Patrick Dennison, Fisher Phillips

**Hosted on:** April 1, 2020

*The CARES Act was created in reaction to the national emergency relating to the COVID-19 pandemic, but how does the CARES Act apply to you and your company. Find out by listening to the recording of this complimentary legal advice from Patrick Dennison and the law firm of Fisher Phillips.*



### **Employment Law and COVID-19**

**Speakers:** Amy Groff and Jon Vaitl, K&L Gates, LLP

**Hosted on:** April 8, 2020

*Human resource law professionals provide their legal expertise regarding the cause and effect of employment issues during a global pandemic crisis.*



## **Temporary Suspension, Force Majeure and Other Responses to Environmental Problems Caused by COVID-19**

**Speakers:** Kevin Garber and Sean McGovern, Babst Calland

**Hosted on:** April 20, 2020

*Permit status... cleaning chemicals to keep your facility virus-free and your employees safe... so many changes to your operation and the possible affects on the environment. Hear how to deal with all from environmental legal professionals.*



## **CARES ACT - Part 2 - A Panel Discussion**

**Speakers:** Patrick Dennison, Fisher Phillips; Dan Crowley and Margaret Rosenfeld, K&L Gates, LLP; Moore Capito, Babst Calland; and George Adams, Schneider Downs & Co.

**Hosted on:** April 29, 2020

*PACA members came together to answer additional questions submitted after the first CARES Act webinar by their fellow members relating to the CARES Act.*

Patrick Dennison, Fisher Phillips

- 1. For the PPP loan, how do the SBA's affiliation rules apply to determine whether a business is considered an affiliate?*
- 2. Assuming the amount is less than \$100,000, can a business owner use the loan under the PPP to pay for a distribution to themselves as opposed to if they paid themselves a salary?*
- 3. For the purposes of loan forgiveness, how do we calculate "full-time equivalent employees"?*
- 4. I do not have enough work for employees at the moment, can I use PPP loan funds to pay employees to sit home?*
- 5. I did (or do not) qualify for the SBA's PPP loan – what other aspects of the CARES Act would help provide equitable relief to our business.*

Dan Crowley and Margaret Rosenfeld, K&L Gates, LLP

- 1. Congress just approved a second round of funding for the PPP program. What can I do to increase my chances for approval?*
- 2. Will there be subsequent legislation to address COVID-19 pandemic? If so, what is likely to be in it?*
- 3. If I do get a PPP loan, what are the potential downsides? What can I do to protect myself?*
- 4. Are there other CARES Act programs that might help support my business?*
- 5. What happens if the bank I got my PPP loan through fails?*

Moore Capito, Babst Calland

1. What sort of insurance or fringe benefits qualify under payroll costs for purposes of the Paycheck Protection Program?
2. How are federal taxes considered when calculating payroll costs for purposes of loan applications and amounts that are to be forgiven?
3. If an employee chooses to receive payment for vacation days, in addition to regular scheduled hours, would the funds used to pay the employee for these hours be considered normal payroll costs?
4. If part-time employees are rehired, do the costs associated figure into the calculation for the amount forgivable?
5. Are employers that provide employees with cellular phone permitted to pay those expenses and expect to have those portions forgiven?

George Adams, Schneider Downs & Co.

1. When do I need to restore employee wages and headcount to maximize loan forgiveness?
2. Can I take the employee retention tax credit or defer payroll taxes if I receive a Payroll Protection loan?
3. How is the loan forgiveness amount calculated and what expenses qualify to be included in the loan forgiveness calculation?
4. How do I go about claiming bonus depreciation for Qualified improvement property placed in service in 2018 or 2019 if I have already filed those tax returns?
5. How many years can I carryback a loss & what tax years do the loss carryback rules apply?



**Tackling the Challenges of Communicating During COVID-19**

**Speaker:** Jill Helsel Gingrich, La Torre Communications

**Hosted on:** May 4, 2020

Ms. Gingrich of La Torre Communications discusses the best approaches to communicating about your business in the COVID-19 arena. What to say to neighbors that ask why you're life sustaining? What points do you make to protect your brand for the long term? How/what should you be communicating to your customers and the communities in which you work?



## **Economic Update Amid COVID-19 Pandemic**

**Speaker:** Anirban Basu, Sage Policy Group

**Hosted on:** May 15, 2020

*COVID-19 rocked what had appeared to be a nearly invincible economy; one associated with substantial job growth, multi-decade lows in unemployment, sturdy compensation increases, robust retail sales, low inflation, and strong financial market performance. Underneath that strong performance, however, was a set of fragilities that have been exposed by the pandemic. This webinar spoke to economic circumstances during the pandemic, how difficult things were likely to become over the foreseeable future, and the contours of the brisk recovery to come thereafter.*

*Anirban is Chairman & CEO of Sage Policy Group, Inc., an economic and policy consulting firm in Baltimore. Anirban serves as the chief economist to Associated Builders and Contractors and as chief economic adviser to the Construction Financial Management Association. In 2007 and then again in 2016, Mr. Basu was selected by the Daily Record newspaper as one of Maryland's 50 most influential people. The Baltimore Business Journal named him one of the region's 20 most powerful business leaders in 2010.*

*Mr. Basu tailored his presentation with Pennsylvania-specific data and provided attendees with some much-needed forecasts coming just after more and more of the state began to reopen.*



## **COVID-19 Media Training**

**Speaker:** Jill Helsel Gingrich, La Torre Communications

**Hosted on:** May 21, 2020

*Jill Helsel Gringrich of La Torre Communications continues her discussions on handling media in the COVID-19 crisis.*



http://www.

**TO REQUEST A COPY  
OF THESE WEBINAR  
RECORDINGS:**

**Contact:**

**Kallie Kline**

**Director of Member Services**

**via email at**

**[kallie@pacaweb.org](mailto:kallie@pacaweb.org)**

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Note:

This publication will continue to be updated as more e-learning opportunities are made available. Visit [pacaweb.org](http://pacaweb.org) for the latest updated document.



Pennsylvania Aggregates & Concrete Association  
2040 Linglestown Road, Suite 204  
Harrisburg, PA 17110  
717.234.2603  
[www.pacaweb.org](http://www.pacaweb.org)  
[www.specifyconcrete.org](http://www.specifyconcrete.org)