

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

**Date:** March 25, 2020 at 7:20:29 PM EDT

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

**Subject: - DRA/COVID-19 Update - Federal Stimulus Bill, DOL Regs, FREE ServSafe Training and more**

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

**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?**

**News/clarification on the federal stimulus bill is below, as well as updates to  
paid sick leave & unemployment coverage and information on the  
NEW DE E.A.T.s relief fund for restaurant 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.*

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## **NEW INDUSTRY RELIEF PROGRAM FOR WORKERS**

**Help Save the Industry that Serves Us All!**

**Restaurant Industry Emergency Action Trust (E.A.T.s)**



The Delaware Restaurant Association, through its 501c3 Education Foundation (DRAEF) has formed the restaurant industry Emergency Action Trust (E.A.T.s) to provide immediate emergency funding to hospitality workers. The Trust, funded by private, community and individual donations, will distribute individual \$500 grants to our frontline industry employees during these uncertain times of mandated restaurant shutdowns.

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The DRAEF will be building the new Trust with donations from individual donors and grants from local private foundations and corporate partners. The Beer & Benevolence Foundation, created by Dogfish Head founders Sam & Mariah Calagione, is providing an initial \$50,000 donation, with another \$50,000 donated when the fund reaches \$150,000. Their company will also donate profits from the sales of hand sanitizer the Dogfish Head Distilling Co. is currently producing for the State of Delaware to the E.A.T.s fund. Please consider a donation to help provide relief to those restaurant workers in critical need of supplemental income during the restaurant shutdowns. Many can and have filed for unemployment benefits, but many are in dire need of additional income until restaurants are allowed to reopen. 100% of all donations (tax-deductible) will go directly to the restaurant industry Emergency Action Trust (EATs), and donors will receive a letter upon receipt of their donation.

**[CLICK HERE TO DONATE](#)**

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**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.](#) Please only complete one application per person. 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.

**[CLICK HERE TO APPLY NOW](#)**

**Questions? Please email all inquiries to [industryrelief@delawarerestaurant.org](mailto:industryrelief@delawarerestaurant.org)**

**TODAY'S UPDATE**

Happy to report that DE E.A.T.s has received over **\$90,000** in initial

donations  
and **460 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>

Also, the Department is hosting a creative opportunity for public input via a online

dialogue to provide employers and employees an innovative way to offer their perspective as the DOL develops compliance assistance materials and outreach strategies. Anybody who is interested can participate online at <https://ffcra.ideascale.com> now through March 29, 2020.

#### IN CASE YOU MISSED IT....



**bhi**  
Webinar  
*Families First Coronavirus Response Act*

Join **John Boykin**, *President/CEO*; **Jen Wilson**, *Director of Group Benefits*; and **Maria Clyde**, *Director of Human Resources* via GoToMeeting to discuss the **Families First Coronavirus Response Act** and impact to your business.

BHI Insurance provided a webinar on Tuesday, 3/24 regarding the new DOL regulations for paid sick leave, tax credits available for businesses, and ADA consideration during the Coronavirus pandemic. [A recording of the webinar can be found here.](#)

The following links are information sheets regarding [Paid Leave](#) and [Tax Credits](#).

Please direct any further questions to [Maria Clyde at BHI](#).

## **CARES ACT STILL BEING NEGOTIATED IN CONGRESS**

A bipartisan agreement was said to have been reached late last night (Tuesday) on a \$2.2 trillion dollar Coronavirus recovery bill, with votes expected later today (Wednesday, March 25th).

A summary of items included in the bill are as follows (more info to come as bill is voted on):

- 4 months of extended unemployment insurance, instead of 3 months
- \$55 billion increase in the Marshall Plan for our Health Care System
- \$150 billion for a state, tribal, and local Coronavirus Relief fund
- \$10 billion for SBA emergency grants of up to \$10,000 to provide immediate relief for small business operating costs
- \$17 billion for SBA to cover 6 months of payments for small businesses with existing SBA loans
- \$30 billion in emergency education funding and \$25 billion in emergency transit funding
- \$30 billion for the Disaster Relief Fund to provide financial assistance to state, local, tribal, and territorial governments, as well as private nonprofits providing critical and essential services
- Make rent, mortgage, and utility costs eligible for SBA loan forgiveness
- Establish robust worker protections attached to all federal loans for businesses
- Add a retention tax credit for employers to encourage businesses to keep workers on payroll during the crisis



- Provide income tax exclusion for individuals who are receiving student loan repayment assistance from their employer

[Read more here](#) - we will update you as more information is made available.

## **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?*

NO! We have been informed by the Unemployment office that employees should select "NO" and say that they have not refused work. This is a special clarification made for us during the expansion of benefits (only applies to this circumstance, during the Coronavirus shutdowns).

*[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](https://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](mailto:Carolyn.Nasser@delaware.gov), [Barry.Butler@delaware.gov](mailto: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.

## NEW DECLARATIONS FROM GOVERNOR CARNEY

Governor John Carney on Sunday, March 22, 2020 issued the fourth and fifth modifications to his State of Emergency declaration, **ordering Delawareans to stay at home whenever possible** and **closing all non-essential businesses in Delaware** to help fight the spread of COVID-19.

**NOTE - Delaware restaurants are still permitted to offer carryout and delivery services.**

Alcohol may be sold for carryout orders only.

# Governor Carney Issues Stay-at-Home Order for Delawareans

*Non-essential businesses ordered  
to close Tuesday, 3/24 at 8am*

*Employers with questions about essential/non-essential status:  
[covid19FAQ@delaware.gov](mailto:covid19FAQ@delaware.gov) | 302-577-8477*

[de.gov/coronavirus](https://de.gov/coronavirus)

[Refer to the list of essential and non-essential businesses.](#)

[Read the Frequently Asked Questions about this closure.](#)

For questions on the non-essential business closure in Delaware, contact the Division of Small Business at [COVID19FAQ@delaware.gov](mailto:COVID19FAQ@delaware.gov), or call 302-577-8477 between 9am - 4pm.

## SBA and H.E.L.P. LOANS - APPLY NOW!

A new Delaware loan program is now available to provide financial relief for restaurants, bars and other industry businesses affected by the COVID-19 shutdowns.

**\* Please note that there is a \$1.5M cap on annual sales for program eligibility \***

[Please direct all inquiries/questions to business@delaware.gov](mailto:business@delaware.gov)

**QUESTION** - *What if my business annual sales are greater than \$1.5Million?*

The DRA is working on expanding the annual sales cap to allow for more businesses to take advantage of this financial assistance program. We are proposing a second tier for businesses with higher annual sales. We will keep you updated on progress.



**CORONAVIRUS  
(COVID-19)**

**H.E.L.P.  
HOSPITALITY EMERGENCY LOAN PROGRAM**

For hospitality industry  
small businesses and nonprofits.

**Up to \$10k**  
per business per month

For immediate, non-avoidable, non-personnel costs.

**ELIGIBILITY INFORMATION AT**  
**business.delaware.gov/coronavirus**

Contact us at:  
 **business@delaware.gov**

**de.gov/coronavirus**

[Click here for more info & full application](https://business.delaware.gov/coronavirus)

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# Disaster Loan Assistance

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



Applications are also now available for **Economic Injury Disaster loans** from the **US Small Business Administration**.

[Click here for the info sheet](#), or [here to begin your application](#).

## NEW DRA FACEBOOK GROUP

Join us online in a new forum for DRA Restaurant Members only - a great place to connect with the industry and DRA Staff.

- **Ask questions**
- **Connect with other owners/operators and staff**



- Share tips/ideas/community projects
- Share specials/delivery options and carryout specials

A promotional graphic for the Delaware Restaurant Association. The background is a grayscale image of a restaurant interior with tables and chairs. On the left, the text "Delaware Restaurant Association" is written in a serif font, with "Restaurant" in red and "Delaware" and "Association" in black. A large black curved line arches over the text. On the right, the text "PROUDLY PROMOTING, EDUCATING & ADVOCATING FOR DELAWARE'S RESTAURANT INDUSTRY SINCE 1965." is written in a bold, sans-serif font. Below this text are three social media icons: Instagram (@delawarerestaurants), Facebook (facebook.com/delawarerestaurantassociation), and a globe icon (www.delawarerestaurant.org).

**Delaware  
Restaurant  
Association**

**PROUDLY PROMOTING,  
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DELAWARE'S  
RESTAURANT  
INDUSTRY SINCE 1965.**

 @delawarerestaurants

 facebook.com/delawarerestaurantassociation

 www.delawarerestaurant.org

**[Click here to join!](#)**

## **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](#)**

**[119 TOTAL CONFIRMED DELAWARE CASES](#)**

**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**

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## **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	Hyatt Place, Dewey Beach
Apr 20	ServSafe Manager Class/Exam	H5H Training, Newark
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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