



## Public Policy Committee Updates- November 2022

### Updates from the City of Columbus:

- **\$50K Grant Program:** This funding is coming from the City's Department of Development, and it is a \$50,000 grant program. Our VP of Programming, Deonna Barnett, and her business Aventi Enterprises is working directly with the city on this. Register with [Aventi for their information session to learn more about about this opportunity.](#)
- **View Workforce & Supplier Diversity Data:** The [Strategic Dashboard](#) is what the city uses as the public-facing site that provides data/reporting on the recommendations from the disparity study. It currently has the information for last year. This year's information will be available Jan/Feb of 2023. They need to process and analyze the data for an entire year before making it available to the public.
- **Find Opportunities in the New Portal:** Columbus has a new [portal for vendors](#). You can search any business that is currently certified through the City of Columbus. It is also the same software that COTA and CRAA use.
- **Attend NAWBO's Next Meeting with the City:** You can register for next month's meeting with the city [here](#).
- **Apply for Certification:** To apply for City of Columbus Certification or to search the City of Columbus Certified Directory, follow this link: <https://columbus.diversitycompliance.com/>.
  - You can now stack your certifications! If you are a minority, woman, veteran, LGBTQ+, you can now apply for all certifications you qualify under. You do not have to log in to search the database and can search by the name of the firm or by category of interest

### Request for Stories by 11/21: Independent Contractors

The US Dept. of Labor is proposing a rule that would rescind a prior Trump administration rule, which adopted a test focused on two core factors – control and profit. The DOL proposes an economic realities test that requires a totality-of-the-circumstances analysis of multiple factors. Under this proposed rule, the factors are:

1. The opportunity for profit or loss depending on managerial skill.
2. The investments by the worker and the employer.
3. The degree of permanence of the work relationship.
4. The nature and degree of employer control.

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5. The extent to which the work performed is an integral part of the employer's business.
6. The worker's use of skill and initiative.

In its Initial Regulatory Flexibility Analysis, DOL estimates that millions of small businesses could hire and/or be independent contractors. DOL estimates compliance costs of under \$25, which includes an estimate that it will take small businesses 15 to 30 minutes to read and understand the rule.

**HERE'S WHAT IS NEEDED:**

1. Your name of business and location
2. If you are an independent contractor or use an independent contractor(s)(how many?)
3. How do you function as an independent contractor or use an independent contractor?
4. Do you believe your independent contractor could pass this test, or do you think the factors could be tweaked to serve your business better?
5. If this were put into place, what would happen to your business?

**FYI: Employee Retention Credit (Tax Credit Under the CARES Act)**

The ERC is a refundable tax credit designed for businesses who continued paying employees while shut down due to the COVID-19 pandemic or had significant declines in gross receipts from March 13, 2020, to December 31, 2021. Eligible taxpayers can claim the ERC on an original or amended employment tax return for a period within those dates.

To be eligible for the ERC, employers must have:

- sustained a full or partial suspension of operations due to orders from an appropriate governmental authority [PDF](#) limiting commerce, travel, or group meetings due to COVID-19 during 2020 or the first three quarters of 2021,
- experienced a significant decline in gross receipts during 2020 [PDF](#) or a decline in gross receipts during the first three quarters of 2021 [PDF](#), or
- qualified as a recovery startup business [PDF](#) for the third or fourth quarters of 2021.

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Talk to your tax advisor and learn more here: <https://www.irs.gov/newsroom/employers-warned-to-beware-of-third-parties-promoting-improper-employee-retention-credit-claims>

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