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New Paid Leave Law - Transcript

[Speaker 1]

Welcome to Charity Therapy, a podcast about building better non-profits. I'm your host, Jess Birken. Hi Chad Staul.

[Speaker 2]

Hey Jess.

[Speaker 1]

Thanks for being here on short notice, I really appreciate it.

[Speaker 2]

No, not a problem. It's been crazy out there. I'm happy to help in any way.

[Speaker 1]

Yeah, so for those who don't know, Chad Staul is an employment law attorney, and we actually went to law school together, so that's pretty awesome. How do you describe your practice? How do you describe yourself?

[Speaker 2]

Yeah, we do primarily management side employment law, Jess, but what I do is I assist employers with everything in employment law. It's usually employer-employee relations, right? So we deal with discrimination, harassment, best practices and handbooks, policies.

We also help them with any litigation needs they might have, but it's generally employer-employee relations, and I sum it up like that. So anything having to do with that, we can help them, and that's what I try to do.

[Speaker 1]

Right on. So that's good that you're with us today then, because I really need somebody to give us some plain English explanation of what the hell is happening with all of the employment law changes in the last week. The first one that I know my listeners are curious about is this whole new paid sick leave rule.

Can you explain a little bit about that?

[Speaker 2]

Yeah, it's crazy. It's all part of this. Without getting into the legalese, we want to keep this at a level we can just generally talk about it, but Jess, it's all part of that new Families First Coronavirus Response Act, and these names are crazy, but that's what they came up, that's what they call it.

Two parts to that, and one of them is this paid sick leave. And for the first time, Congress is mandating that employers provide employees with paid sick leave if they can't work or telework for certain circumstances. So that's what they're doing.

They're trying to give two weeks, generally, to individuals that are at home for certain reasons. Absolutely. Certainly related to COVID-19.

[Speaker 1]

This only impacts employers if the person is sick on leave due to coronavirus? Or is it just like at all? Like if I get some weird food poisoning that lasts three days, does my boss have to give me the paid leave?

[Speaker 2]

No, you're right. This is in response to coronavirus, in response to COVID-19. And what they did is they said, look, we've got some reasons.

If these things are occurring, we're going to say you, employer, have to give sick leave if this person can't work or telework due to very specific reasons, and they list out six of them. And so those reasons are there. And so if somebody needs paid leave in the middle of this whole coronavirus issue that we're dealing with, the first question you have to say is, well, if I need leave, that's one.

Two, why do you need the leave? And that will determine if it's paid. And so then you go down your list and say, okay, does the reason you need the leave fall into one of these categories?

[Speaker 1]

And is it easy to share those six categories?

[Speaker 2]

Yeah, it pretty much, I've just got them right here. One, if the employee needs leave either because they're subject to a federal, state, or local quarantine or isolation order due to COVID-19, that's one. If they've been advised by their healthcare provider to self-quarantine because of COVID-19, that's two.

If they're experiencing COVID-19 symptoms and they need to get diagnosed, that's three. And if they're taking care of somebody because that person is also subject to an order to quarantine, a federal, state, or local order to quarantine, they're caring for that person. Or if they are caring for someone who has to self-quarantine, that's four.

If they're taking care of their children or their child because that person's school is closed because of COVID-19, or their childcare provider is not available because of COVID-19. And then the sixth is kind of a catch-all where the government says, look, any other condition that the Secretary of Health and Human Services in consultation with other government officials, the Secretary of Labor and Treasury, anything else we decide might be a category that would make sense to say, hey, that employee should get some paid leave for these reasons. COVID-19, you're right, that's the linchpin.

So if you have to be gone because of that, let's dig into that a little more carefully with the employee, and that'll tell you if that checks the box. And if it checks the box, there's a good chance the paid leave has to come into play.

[Speaker 1]

And now, does that take into account if the person is able to work remotely? Like if your spouse is sick and you have to stay at home to take care of them, but you can actually work remotely, does that extinguish this paid leave thing?

[Speaker 2]

Not really. They try to take that into account. And just like you said, this thing is crazy.

It's changing day by day. The way these are being interpreted are changing constantly. But as we understand it now, they're saying, look, you get the paid leave only if you're unable to work or unable to telework.

So to me, if you can telework or work remotely, you're not missing work. You're able to do your job. You don't need to be on paid sick leave.

But it begs the question, right? What happens if I can telework, but I can only telework half of my schedule or a third of my schedule, right? Because I'm taking care of my daughter or my son or my husband or wife or my spouse or partner, and I'm taking care of them.

[Speaker 1]

Like, have you tried to get something done with children under five in your home? I mean, let's be real.

[Speaker 2]

I've been teleworking for the last two weeks, and it's crazy, right? Slamming doors. The kitchen's just too darn close for me, as far as that goes.

But yeah, so if you've got a reduced schedule, there's a difference we saw between a reduced schedule. Hell, I'm only going to have you work three days a week instead of five, versus, look, I can only do, you didn't put me on a reduced schedule, but due to my telework situation, I can only work 30 hours instead of 40. How's that coming to an employee?

We're trying to interpret that. And we think we want, from our perspective, even though we're management-side employers or management-side attorneys, the spirit of this is to help the employee. And we really feel strongly about that, at least I do.

So I'm trying to interpret this consistent with the information, but in a way that makes sure that it stays at the spirit, very employee-friendly, as far as I'm concerned. I know there's some management-side attorneys out there that would kind of raise their eyebrow at that, but I do think the spirit of this is to provide the leave. So when in doubt, I'm looking at maybe erring on the side of caution to provide the leave.

There's a downside to that. We can talk later.

[Speaker 1]

Well, and also, if you're a small employer or a small non-profit, it can get expensive to pay for all this leave for everybody, so that's definitely a concern.

[Speaker 2]

Yeah, and that's the downside, right? Because if I err on the side and I provide the leave, and then later on, this is all supposed to be paid through by tax credits, and later on, as an employer, if I go to apply for my credit, right, are they going to say, well, gee, you gave leave, but that wasn't a qualifying reason? How tightly are they going to scrutinize that and say, now we're going to deny you the credit, right?

[Speaker 1]

Yeah, and this is all like the Wild West, because none of this is well-settled law. This is all brand-new stuff, so who knows?

[Speaker 2]

Yeah, and that's the concern I would have as an employer. Well, I want to err on the side of employee, like I said, but what if I don't get the credit? I was looked at it from two ways, right?

One, let's play it out, right? What would happen if I didn't provide the credit versus, or provide the leave, when I thought I had a way to do it, versus what would happen if I didn't apply the leave? And I think on the one side, let's say you apply the leave, and it turns out, what happens?

You don't get the credit. What happens if you don't apply the leave, and it turns out you should have? You get sued.

Right. Now, there's a grace period out there. The Department of Labor is saying, there's a grace period.

We know this is tough stuff, guys. We know this is coming on like gangbusters, so we're going to give you a little time to kind of work out the kinks, but if I don't give the leave, and I should have, I get sued, and I've got to deal with all these other things, and I don't look like a very employee-friendly place to work. Yeah.

[Speaker 1]

I mean, I think the answer there is document your file.

[Speaker 2]

Right.

[Speaker 1]

Document your file. Make sure that you write down in the personnel file that it met one of those six factors and take your tax credit.

[Speaker 2]

Yeah. Yeah. Do the best you can with that.

I mean, this is going to be tough, because there are a lot of employees, I'm sorry, employers out there, that some of them are so small, and they're just starting up, right, and they're just out there, they're getting their foot in the ground, or their foot in the door, they're trying to work their new business, they don't even offer regular time off, let alone paid time off, because they're just starting out, and they're trying to incrementally ramp up their business, as we all do, as we're building something, right, and now all of a sudden they're getting a regulation that's just thrust on them that some of this doesn't make a lot of sense, given where some of these employers are at in the growth of their business, and in the stage of how they're getting to where they want to be.

[Speaker 1]

Right, and that brings up this whole expanded Family Medical Leave Act rules, you know, I love that you frame it that way, as like, as you're growing your business, we all of a sudden have these small employers, you know, small nonprofits and other employers who are now all of a sudden being faced with the fact that they have to comply with FMLA. Can you talk a little bit about what are the expanded FMLA rules now?

[Speaker 2]

Yeah, it's crazy. What they did was, for whatever reason, in Congress's infinite wisdom, they decided that this act was going to apply to employers with fewer than 500 employees. I'm not quite sure why they exempted the larger employers, and I won't say names for the purpose of the podcast, but some of the very large employers, I'm not sure why they didn't include them.

To me, that seems to be that they could afford providing the leave more so than the smaller ones.

[Speaker 1]

Totally.

[Speaker 2]

We've all got our thoughts as to why that is, and I won't get into it today, but as far as the Family Medical Leave Act, that used to only apply to employers with 50 or more employees. Now, this expanded Family Medical Leave Act applies to fewer, every employer with fewer than 500 employees.

[Speaker 1]

So it's basically everybody.

[Speaker 2]

Yeah, but that doesn't mean if you have fewer than 50, you have to also give leave under FMLA. These are meant to work together. So this is a very small piece of the Family Medical Leave Act that now applies to employers with 50 or less employees.

It doesn't mean all of a sudden somebody with 10 employees has to comply with the entire FMLA. It's just they now have to comply with this small portion of it, where everybody over 50.

[Speaker 1]

Again, this is COVID-19 coronavirus related only.

[Speaker 2]

Right, yeah, and that's how they did. So they expanded it. So everybody that had 50 or more employees, yeah, you've always had to comply with the FMLA.

Now you've got this little add-on piece, and those are the employers that are better equipped logistically to handle this because they've been dealing with regular FMLA, which is a nightmare sometimes logistically for who knows how long. Now, less than 50 employees, you've got to deal with this little subset of FMLA. So what does that mean?

It means that if an employee is unable to come to work for, and again, those reasons I listed, those one through six at the beginning, number five is the overlay with FMLA. It's an expanded FMLA. That's what I'm going to call it, expanded FMLA.

So really here's what it means. Hey, if you're an employee and you have to take leave from work, you can't work because you're caring for a child whose school or place of care is closed, their daycare, for reasons related to COVID-19, that's the trigger for these expanded FMLA rights. And what does that mean?

That means you get to take 12 weeks of leave, not automatic, up to 12 weeks to handle that situation.

[Speaker 1]

And that also applies to if you have COVID or you're taking care of an immediate family member and are unable to work. It's those same six things, right?

[Speaker 2]

Right. But just the expanded FMLA only talks about number five. That's the only reason for expanded FMLA.

[Speaker 1]

Oh, really? So it's only related to a child being out of school, causing you to not be able to work?

[Speaker 2]

That's my understanding. The expanded FMLA doesn't cover those other reasons. So if you're looking at expanded FMLA, there is- So that's interesting because that's not what I had heard last week.

[Speaker 1]

So it just kind of goes to show like how the read on these things is sort of like in flux as we try and digest them.

[Speaker 2]

Yeah, it really is. I'm looking at the Department of Labor's sheet and all that, and they're saying, look, duration of leave. They're saying for reasons one through four, and then that catch all, a full-time employee can take up to 80 hours of leave.

A part-time employee, their average number of hours over a two-week period. For reason five, a full-time employee who's been employed with the employer for at least 30 days can take up to 12 weeks of leave at 40 hours a week. And a part-time employee is eligible for those prorated amounts.

So that's what they're saying. So there's a difference in all of that, plus how much you get paid. Now, this is a paid benefit.

So with expanded FMLA, not only can you get leave, you get paid for 10 of those 12 weeks. And it's a bit misleading because you can actually get paid for all 12 weeks, but it's the first time it's a paid entitlement that didn't exist before. Used to be, you're right, you can take the leave, but you're not guaranteed payment.

Now, the employer has to pay you during that time up to two-thirds of your regular rate of pay, up to a maximum of 200 bucks a day.

[Speaker 1]

So if you have a child who's home from school and you are unable to work because of that situation, like you got three kids under five and just it ain't possible, or your job requires you to be in person and there's no remote work option, then you're entitled to this paid FMLA leave. But if you get sick yourself, or you're caring for a spouse or a child who's sick, you're screwed. No leave for you.

[Speaker 2]

Jim Well, you get that paid leave, right? You get those 80 hours or those two weeks of paid leave if you're part-time. That's what you get.

[Speaker 1]

But not the 12 weeks that your two-thirds pay. You don't get the full...

[Speaker 2]

Jim Yeah, that's my understanding as it goes on forward. You're just looking at if you take leave for reason number five, caring for your child because the child can't go to school and the child can't go to daycare, and during that time you're unable to work or telework, then yeah, you can get up to 12 weeks. But that's the reason.

That's the only carve-out.

[Speaker 1]

I think what's hard about this is you're a lawyer, I'm a lawyer, I'm listening to you try and break this down and I'm already confused. Most of the folks listening to this are working at a nonprofit, running a nonprofit, and they probably have not been subject to any FMLA. If you've got an HR manager and a big C-suite and you're at a big organization, this is like a small blip on your HR department's radar where they just figure it out.

But for the small nonprofits that have a few employees that have never had to comply with any sort of FMLA thing, what are the key steps that those folks should take right now to put the right things in place so they can deal with this?

[Speaker 2]

I think the first thing you can do is start creating yourself a little, if you've got employees, create a little chart, a little leave chart. We all have our absenteeism and, okay, did Chad work on Monday and Chad work on Tuesday? Kind of like your clock in and out in your timecard.

In addition to keeping track of time, you should create a logistical way that you can keep track of anybody's need for a leave, whether they're sick or they're out sick and why. Because step one is, can the employee work or telework today? It's like a flow chart, right?

If the answer to that is yes, then you're good. You've worked, you've teleworked. Step two, if it's no, why?

Why can't the employee work or telework? If it has nothing to do with COVID-19 or nothing to do with the coronavirus, then you're probably in the clear, generally speaking, as we look at the very high level way to break this down. If it has something to do with that, then that's where you maybe need some help, some consult.

Talk to your attorney, talk to your HR, talk to somebody that you trust that has this information and say, okay, it does. How do I check it? Where does it fall?

Does it fall within one of these six? If it does, that's going to tell you where to go next. Is it paid leave, two weeks?

Is it expanded FMLA? Where does it fit? That's the process we've been using.

I mean, we take it case by case, right? That's how we break it down. Simple questions to get to the answer as best we can.

[Speaker 1]

Just to sum that up, if they can't work, is it COVID-related? If not, bye. If it is, get on the phone to your professional.

That is the takeaway to me because this stuff is too complicated on a good day, and it's really complicated right now because it feels like everything is sort of unsettled and new. Absolutely, people who are running a non-profit with employees that are subject to this for the first time, you really need to get in touch with your lawyer or your HR consultant because it's complicated.

[Speaker 2]

It is. I've been reading this law and there aren't any regulations with it yet. I've been reading it and I could sit here and sound like a drone and just go, the family's first corona requires that.

I'm trying not to do that.

[Speaker 1]

You're not allowed to do that.

[Speaker 2]

But I find myself, even in discussing it because of what I do and the people I'm talking to, I find myself falling back into that and you get this, that, and the other even during normal explanations. You're right, it is complicated.

[Speaker 1]

It's super complicated. Just to think about this from the perspective of a small non-profit that doesn't have very many employees, this is like a whole world of compliance that they have never had to deal with. They really don't have any of the forms, policies, procedures.

Potentially, they don't have the infrastructural stuff in place to deal with it effectively. Yeah.

[Speaker 2]

That leads us to another question, Jess, which is, if you can't deal with this, you can't afford it, it's something that's really harming your business, which again, this is expensive. A lot of employers out there are faced with, well, what do I do? Do I shut down?

Do I lay off? Do I furlough? I can't afford to give all of my employees two weeks paid leave, especially in light of a shutdown with the current state of Minnesota.

I'm not able to bring any income in because my business is very poor right now. Therefore, I have no money to pay these employees the paid leave. What do I do?

[Speaker 1]

Yeah. Sometimes it's super clear. If a non-profit basically is primarily funded by vouchers from the county through a reimbursement process and that program is not happening right now, well, your money just dried up and you are going to be putting people on standby.

For some of these organizations, it's really not possible. A lot of direct service non-profits or small medical clinics and things like that, they really are essential services. Some people are stuck in the middle of what do I do?

And how do you make the decision to lay people off or not?

[Speaker 2]

Right. And that gets to another piece of this, right? Because what Congress did and what they're trying to do on a federal level is they're saying, okay, we know that this Families First Coronavirus Response Act is going to have this impact.

We know that there are a lot of people that are going to be laid off. What else can we do? And so they're doing their best, I think, to come up with supplemental unemployment benefits.

And so what the federal government said is in addition to your state unemployment benefits, we're going to give you an additional up to another \$600 a week in unemployment benefits on top of what the state gives you. So the lesson there is if employers have to lay people off or furlough these individuals and they're not even sure if they can bring them back, you don't get the paid sick leave because you're not on the payroll anymore. You don't work there.

You don't get the expanded FMLA because you don't work there. You can apply for unemployment. And hopefully the state unemployment benefits plus the federal unemployment benefits will go further to help easing the pain, so to speak.

[Speaker 1]

You know, it's an interesting issue because you would hope that your employer could afford to give you paid time off. And I know that definitely, well, not paid time off, but the paid leave.

And the nonprofit sector of any sector is one of the biggest advocates for treating employees with dignity and treating people fairly and paying a living wage.

And this is, I know you had told me that like we are finally catching up to other countries with some of these changes.

[Speaker 2]

Mike Right. It's just unfortunate that I think it took a pandemic, if I'm using the word correctly, you know, it took something like this to kind of push it out. Now, again, this leave, these paid sick leave, this expanded FMLA, they go away on December 31 of this year.

They don't stay forever.

[Speaker 1]

Right. And that's the frustrating part, I think. Mike Well, I'd be interested to see.

[Speaker 2]

I'd be interested to see if they're going to, what Congress is going to do as we get closer to the end of the year with all of this. I'd be interested to see the lobbying effort for how this is going to impact long-term change. Because you already have a number of employers out there that are already having trouble managing teleworking employees.

COVID-19 aside, coronavirus aside, they're already having challenges and best practices about how to manage employees that telework or are dealing with normal things. How is this going to impact long-term change for the employment law sector and for non-profits and for anybody, really?

[Speaker 1]

Yeah. Yeah. And, you know, for non-profits, how do you start to build up the resources to be able to offer these benefits to your employees if they're going to be government mandated in the future?

It's something to think about, for sure.

[Speaker 2]

Mike Yeah. I mean, we always wanted these paid leaves to be more of a market-driven thing. Well, this is something I can use as a non-profit or as a private employer to pull talent and to be competitive in the market, right?

I mean, if I give these benefits, then I'm likely to pull different individuals from different talent pools. And now we have it being thrust on us for a period of time anyway. But it is interesting.

It's causing a lot of consternation. I mean, we have how many states on a shelter-in-place order right now? Is that a reason to get paid leave?

We don't know. It's not clear. There's so many ambiguities because I think they're acting as fast as they can.

But as fast as they can act, there's just as many questions that come up every day that there are answers.

[Speaker 1]

Yep. So speaking of questions and answers, um, maybe let's do just a few little, you know, do's and don'ts, tips and tricks about this stuff because I feel like there are a lot of potential potholes that I would love for non-profits to stay out of. You up for that?

[Speaker 2]

Mike Yeah, let's go for it.

[Speaker 1]

Okay. So what do you do if somebody gets infected with the coronavirus at work? Do you tell them that they have to go home?

Like, what do you do with that person? What do you do with that employee?

[Speaker 2]

Mike I think that you can tell that employee it's okay to go home. I think you can mandate that employee to go home if they're sick. That's a health and safety issue.

So there's no issue there as far as my brain obviously goes to stuff like ADA and things like that. And I won't bog down my thought process with the conversation.

[Speaker 1]

No, these are fast answers, Chad.

[Speaker 2]

Mike Sorry, that's how I work. Yeah, I think you can tell that employee they can go home and get better. And if they can work from home, so much the better.

[Speaker 1]

Okay. What if you find out that one of your employees, their spouse is infected at home?

[Speaker 2]

Mike Then I think you can ask that employee the same thing because you don't know if they've been exposed or not. And I think if for a safety issue, you need to go home. And again, if you can work from home, work from home.

[Speaker 1]

Okay. And what if they have a job that doesn't really translate to teleworking or remote work?

[Speaker 2]

Mike Then you'd have to see if the reason you're telling them to go home is qualified for one of these paid sick leave provisions to see if they can get that benefit. And all of this, we have to remember, they could get the benefit and they should be able to get the benefit if they qualify.

[Speaker 1]

So call your lawyer if that's what you're planning to do.

[Speaker 2]

Mike Right.

[Speaker 1]

And call them before you do the thing with your employee.

[Speaker 2]

Mike Yeah, these are quick answers. But always, these are always dependent upon certain facts. So just because I got a quick answer doesn't mean that a certain fact might change my thought process.

[Speaker 1]

Right, right. Okay, what if your employees at the nonprofit are, you know, it's a direct service thing, whether you're a medical clinic or homeless shelter, something where you are like contacting, you know, people and your staff member gets the coronavirus at work. Is that a work comp claim?

[Speaker 2]

Mike That's going to be a really tough one, because one, is that going to be an injury? Is that a compensable injury? One, and I don't do a lot of work comp work, but maybe, depending on if it's an injury, and if they can prove that it was something that occurred because of their job, it happened in the course and scope of their employment.

They could have gotten sick three days, or they could have gotten the virus four days earlier while they were out and about at the grocery store. That's going to be a tough one, but I think you're going to see some of those claims.

[Speaker 1]

Yeah, that's interesting. So takeaway there, make sure that your work comp premiums are paid. Mike And that you have a policy.

Yeah, and how about just finally, any other insurance or, you know, like preparedness things that employers should be doing right now?

[Speaker 2]

Mike, You know, I think there are a lot of things they could be doing. A lot of employers are already putting out notices about how we handle that. So one, I think if you don't have a uniform policy about how you're going to handle this, I would sit down and with HR and with management and with anybody that you believe has something to say about this, create a uniform policy.

And if you have to consult, then consult about how you're going to handle this. Two, regarding insurance, I can see down the road there are going to be claims against employers for FMLA alleged violations or maybe somebody claims it's discrimination because of a disability or however the illness plays. You might want to check if you've got EPLI insurance or other types of insurance that might protect you from those claims down the road.

And communication is always key with your employees, no matter what side you're on. If you can make sure that you have the information and communicate that adequately to them, then put yourself in a place where your employees can answer questions and ask questions. Have a

big Q&A session with your employees and make sure that everyone's on the same page, so there's no miscom.

A lot of this stuff comes from miscommunications and lack of ability to articulate how we want to handle this and what is expected of a person.

[Speaker 1]

Yep, so what I'm hearing is slow down and get a plan together. Get your professional team queued up to help you through this process.

[Speaker 2]

Yeah, a lot of that happened quick and it's never too late to do that. I mean here we are and who thought we'd be here, but this is where we are we're all gonna do our best to get through it, right?

[Speaker 1]

Yep, and one thing that's worth saying too is that this past, you know, today we're recording this on March 30th and this past Friday on the 27th the Senate and the President signed into law the CARES Act which provides for forgivable SBA backed loans for covering payroll, health benefits, and vacation and leaves and all of this stuff. So that's one thing that's important to note too that you really, if you've got paid staff or you have facilities, it's really important that you get to a bank toward the end of this week and start talking to your business banker or having your accountant or your attorney help you try and get one of these Paycheck Protection Program loans because these are through banks only and I've seen a lot of confusion around whether you can apply directly through the SBA for these loans and you cannot. It's only through a bank but that can be a way to like cover some of these costs that we're talking about as well.

[Speaker 2]

And Jess, I'm really glad you brought up the date March 30th because one thing I did forget to mention that's important is this legislation we're talking about on the paid sick leave and the expanded FMLA, that doesn't go into effect until April 1st. And so it's not even in effect right now. So there is a lot of confusion about what happens, what about employees that prior to April 1st, do they get the paid leave for being gone during that time?

I think the answer is probably no but there's a lot of confusion about how that applies. They're clear the law is not retroactive. What about employees that were laid off before?

So again, things that were done prior to April 1 are also going to be key. So not only does the person need leave in this interim couple of weeks, it's going to be when did that person need leave and what dates are those are going to play a big role into what benefits they get or don't get.

[Speaker 1]

Yep and of course that's the legal answer. What your moral or ethical answer with what you want to do with your organization may be different. I know there are organizations that I work with that have actually, you know, full paid 12 months FMLA leave already for fully vested employees and so they're sort of going, oh gosh, like we have this really generous policy but if everybody had to use it at the same time, that would be bad.

[Speaker 2]

Yeah, that's a concern. How are you going to manage your workforce? So it's balancing that health and safety with that economy.

That's what we've been hearing and what that means to one organization is going to be different than another and so as we work through it, we'll be there to answer your questions. We've been fielding questions left and right and we're going to continue to do it.

[Speaker 1]

Right on. Well Chad, thank you so much for being here on short notice and for sharing your wisdom. I know that everything that you've shared is really super helpful and I am hoping that we cleared up a few mysteries for people today.

[Speaker 2]

Yeah, and I am hopeful as well. For every mystery we clear up, we uncover two more, but we'll figure those out too, right Jess? Thank you so much for taking the time and allowing me to speak anyway for what it was worth.

We do appreciate it. I do appreciate it.

[Speaker 1]

Absolutely. If you want to connect with Chad, I will link up his contact information in the show notes and on the website and Chad, we will see you again soon.

[Speaker 2]

You bet. Take care Jess. Thanks.

[Speaker 1]

Alright folks, that's our show. Be sure to follow me on Instagram or Twitter at Jess Birken. We want to hear from you.

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About the Author



Hi, I'm Jess Birken.

I'm the owner of Birken Law Office, I help nonprofits solve problems so they can quit worrying and get back to what matters most – The Mission. I'm not like most attorneys, I actually have an outgoing personality, and – like you – I like to think outside the box. Most of my clients are passionate and have an entrepreneurial spirit. I'm like that too. My goal is to help you crush it. Getting bogged down in the minutia sucks the joy out of the important stuff. My clients want to do the work – not the paperwork.

Let's connect!

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