Dear CDRA Member:

HR 6201, the Families First Coronavirus Response Act, has passed the U.S. House, and it appears the Senate will pass the bill quickly, despite recognizing the harm this bill will do to small businesses. All Americans support helping those severely affected by the pandemic, and the legislation provides employees of employers with fewer than 500 employees with the right to take up to 12 weeks of job-protected leave under the Family and Medical Leave Act (“FMLA”).

How is this different from current FMLA requirements? HR 6201 requires that ten of these twelve weeks be paid at a rate of no less than two-thirds of the employee’s usual rate of pay. (FMLA leave for all other purposes remains unpaid.) This applies to employees affected either by having the virus or by having a family member adhering to quarantine requirements. Here is an excellent article that examines HR 6201: www.natlawreview.com/article/what-employers-need-to-know-about-hr-6201-families-first-coronavirus-response-act

Obviously, putting this requirement on small businesses such as C&D recyclers, whose businesses are severely and negatively affected by the rapid economic downturn, especially in construction activity, could move them to financial ruin. Many are barely hanging on in this environment as it is. Adding a requirement to financially support workers who claim coronavirus problems may cause the businesses to go under and these employees will not have companies to come back to work at.

For this reason, we are urging C&D members to contact their U.S. Senators to have them modify this bill in order to provide aid to those affected by the virus, but not put undue pressure on small businesses, which make up the majority of the C&D recycling organizations. We are asking you to contact your state’s US senators to voice your concerns, and you can use the form letter and link below to contact them.

If you need help finding how to contact your senator, or more information, contact the CDRA Executive Director William Turley at 630-585-7530; info@cdrecycling.org.

Dear Senator:

As a member of the construction & demolition recycling industry, which is almost completely made up of small businesses, I write in opposition to the 14 weeks of employer-fronted paid leave mandated under the House-passed H.R. 6201, the Families First Coronavirus Response Act, which the Senate is now considering, and want to offer better solutions. The recyclers of construction and demolition materials, most of which have fewer than 100 employees, depend upon reliable cash flows to meet the capital-intensive demands of maintaining existing payrolls. Such a mandate, at a time of extreme economic uncertainty among so many small business employers already exposed to cash-flow difficulties, will lead to mass layoffs, employer bankruptcies, and supply chain issues that could delay delivery of medical and emergency response facility projects.

The federal government is best equipped to administer and front compensation for COVID-19-related illness leave. Congress should consider utilizing agencies, like the Social Security Administration (SSA), or programs, like the unemployment insurance program, with providing financial assistance to employees affected by COVID-19. Federally-backed agencies and programs could provide the financial security and economic resiliency for both employers and employees to endure through this crisis.

I respectfully ask that you oppose any measure that would require employers to front compensation for COVID-19-related illness leave.

Use this link to write to your Senators and Representatives: https://democracy.io