

Dear Dr. Jane Orient,

We have no idea the impact that Coronavirus will have on our neighbors. Praying for each other is the best we can do right now. However, we do know the impact that HR6201 will have on our Country for years to come.

In an effort to be empathetic to workers that might be impacted by this virus we have lost all basic logic on what this will do to small businesses. Let me explain the most important parts of this bill in regard to changing sick leave and the current Family Leave Act.

This bill on page 29 redefines FMLA. The current FMLA language defines Employer Threshold "50 or more employees for each working day during each of 20 or more calendar workweeks in the current preceding calendar year". This will be erased and the new definition will be substituted "Fewer than 500 employees". This means that it will only apply to companies with less than 500 employees. All businesses with more than 500 employees will be exempt from this bill. The small business community will be brought to bankruptcy.

On page 31 it goes into detail about employees that can receive up to 12 weeks paid by the employer. This list includes any employees with children that are either let out of school due to school closings or a day care center closing. These provisions take place whenever a public health emergency is declared by Federal, State or local authorities.

On page 33 it gives authority to The Secretary of Labor to issue regulations to exempt small businesses with fewer than 50 employees from the requirement if they could be in the position of becoming unviable. However, this does not mandate the Secretary to do this but only gives him the option if he so chooses.

On page 34 the employer is mandated to pay leave not anything less than 2/3 of regular employee pay. To be clear this is out of the employer's pocket! This is not out of a billion dollar bill that the Federal Government uses to cut a direct check to the employee. The Federal Government is mandating that small business owners cut a direct check out of their bank account without receiving any service in return. This

will bankrupt the economic engine of our Country!!! Small businesses don't have an endless money supply. Almost half of the employed in the United States come from small businesses. You are talking about flattening half of the employers/employees in this Country.

In regard to the sick leave portion of this bill that begins on page 26 it gives the same criteria as changed portions of FMLA. Employers must pay for employees even if it is because of school or daycare closures. However, this does not even allow for any possibility of exemptions regardless of size. This does not even give authority to The Secretary of Labor to issue regulations for exemptions. It goes a step further and says that those that do not comply with sick leave are in violation of Minimum Wage Laws and the fines that apply.

Both the Sick Paid Leave and FMLA are set to expire on December 31, 2020. Certain tax credits are offered to employers. However, this does not address many things. Government mandating businesses to pay out of pocket now means you must survive. Small businesses do not have endless supplies of cash flow. With the current climate and Coronavirus scare businesses are going to be most likely impacted negatively without paying for employees that aren't working. Businesses are more likely to have less cash flow already and this will be the final blow. If a business does survive will it be able to use the tax credit and for what amount? This bill is conflicting in nature on both accounts.

This bill is a radical transformation toward a socialist agenda. We are redefining what government can mandate on businesses. We are setting a new norm through FMLA that businesses are responsible for paid leave. This does not work out well for other Countries. We started with unpaid leave and now we are looking at paid leave. How far will we shift? If we embrace this agenda we will begin to see the fast paced demise of our most precious Country.

I implore you to speak out against the Coronavirus Bill. Call your Senators and the President and say NO. Let us not be so focused on hand sanitizer that we lose the backbone of our Country.

Lisa Pannett