



## COVID-19 Relief Legislation and Year-End Legislative Priorities

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*Produced by the SHRM External Affairs Department*

**Background:** In response to the COVID-19 pandemic, Congress passed and the President signed into law, the Families First Coronavirus Response Act (FFCRA), and the Coronavirus Aid, Relief, and Economic Security Act (CARES Act) to provide resources and economic assistance to American workers, families and businesses.

**Issue:** The Families First Coronavirus Response Act and the Coronavirus Aid, Relief, and Economic Security Act include several temporary workplace provisions including economic support for small businesses, paid leave and employer-provided benefits. Absent Congressional action, many of these provisions are set to expire on December 31, 2020.

**Outlook:** Congress is expected to consider additional COVID-relief legislation before adjourning for the year or in early 2021.

**SHRM Position:** As the voice of all things work, workers, and the workplace, the health, safety and financial stability of workplaces are the highest priorities for the Society for Human Resource Management (SHRM) and our 300,000+ members who impact the lives of more than 115 million workers and their families. As Congress develops additional COVID-19 relief legislation, SHRM urges policymakers to consider the following issues which are important to our members:

- Expand the Paycheck Protection Program to include all nonprofit organizations
- Ensure any extension of FFCRA temporary leave provisions continues to include assistance for employers and employees and avoids any new leave requirements
- Allow maximum flexibility for health spending accounts
- Extend the CARES Act provision to allow for the continuation of employer-provided loan repayment as a benefit

**SHRM Research:** SHRM provides evidence-based insights, recommendations, and innovations on the most important issues impacting employers, employees, and workplaces. In recent months, SHRM Research fielded several surveys to HR professionals and employed Americans to gain greater understanding of how the pandemic is impacting work, workers and the workplace. Notable research includes: [Impact of the Pandemic on Mental Health](#) and [Impact of the Pandemic on Small Businesses](#). For additional information and more SHRM resources visit, [www.shrm.org](http://www.shrm.org).

**If you have questions regarding SHRM's position on COVID relief or year-end legislative priorities, please contact Lisa Horn ([Lisa.Horn@shrm.org](mailto:Lisa.Horn@shrm.org)) or Chatrane Birbal ([Chatrane.Birbal@shrm.org](mailto:Chatrane.Birbal@shrm.org)).**

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