President Trump Signs Families First Coronavirus Response Act Which Includes Emergency Paid Sick Leave and FMLA Expansion for Employees

On Wednesday, March 18, 2020, the U.S. Senate voted to approve the Families First Coronavirus Response Act as authorized and passed by the House of Representatives. The bill was sent to the White House that same day, and was signed into law by President Trump that evening.

The rule compels employers with more than 50, and less than 500 employees, to provide 80 hours of paid sick leave to full-time employees. It also requires part-time employees to be provided a number of paid sick leave hours that equals the number of hours that employee works on average over a two-week period. To be eligible, employees must meet one of the following criteria:

1. The employee is subject to a Federal, State, or local quarantine or isolation order related to COVID-19.
2. The employee has been advised by a health care provider to self-quarantine due to concerns related to COVID-19.
3. The employee is experiencing symptoms of COVID-19 and seeking a medical diagnosis.
4. The employee is caring for a son or daughter if the school or place of care of the son or daughter has been closed, or the child care provider of such son or daughter is unavailable, due to COVID-19 precautions.
5. The employee is caring for a son or daughter if the school or place of care of the son or daughter is subject to an order as described in criteria number one above, or has been advised as described in criteria number 2.
6. The employee is experiencing any other substantially similar condition specified by the Secretary of Health and Human Services in consultation with the Secretary of the Treasury and the Secretary of Labor.

In general, an employee may first use the paid sick time provided by this rule for the purposes described above. The rule also states that an employer may not require an employee to use other paid leave provided by the employer before the employee may use the sick leave provided for under this rule.

The Coronavirus Response Act also expanded the Family and Medical Leave Act (FMLA) to require private employers with fewer than 500 employees (along with certain covered public employers) to provide up to 12 weeks of FMLA leave for “a qualifying need related to a public health emergency.” This leave must be provided to all employees who have been employed for 30 days. The amount of paid leave is limited, on a per individual basis, to no more than $200 per day and $10,000 in the aggregate.

Look for additional COVID-19 legislation to be announced by the federal government over the next 1-2 weeks, including an economic stimulus bill and additional economic support proposals for small businesses, who are likely to be among the hardest hit by the pandemic.

Coronavirus Resources for Foundries

- U.S. Chamber of Commerce: Combating the Coronavirus – https://www.uschamber.com/coronavirus

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NFFS Releases New, Modernized Website

The Non-Ferrous Founders’ Society is excited to announce the launch of a new, redesigned NFFS website at www.nffs.org. The site features a variety of important new features and enhancements including:

- **Mobile-friendly design.** To meet the needs of our increasingly mobile users, the new site features a fully responsive design for ease of use on any device.
- **Additional EHS resources.** The new website compiles a significant amount of valuable content on a wide variety of foundry related topics, including content that was not available through the previous website.
- **Automation.** The NFFS website can now process memberships, issue reminders and alerts, e-mail requested information, and more, without staff initiation. That means better, more timely information for users, and more time for the NFFS staff to focus on important issues.

“The goal of our new website is to provide visitors with easy access to comprehensive, up-to-date information about the foundry industry and the Society’s programs and services,” said Erin Russell, Director of Membership and Communications for the Society. “We knew that it was important for the site’s navigation to be intuitive and user-friendly, so we put a great deal of thought into the layout and location of the information contained in the site.” If you have questions or feedback regarding the new NFFS website, or if you need assistance locating specific information, you can always call us at (847) 299-0950 or e-mail us at info@nffs.org.

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**NFFS Releases New, Modernized Website**

On March 16, 2020, the International Chamber of Commerce (ICC) and the World Health Organization (WHO) issued a joint statement regarding COVID-19. The following is an excerpt:

“The COVID-19 pandemic is a global health and societal emergency that requires effective immediate action by governments, individuals and businesses. All businesses have a key role to play in minimising the likelihood of transmission and impact on society. Early, bold and effective action will reduce short-term risks to employees and long-term costs to businesses and the economy... As an immediate priority, businesses should be developing or updating, readying or implementing business continuity plans. Business continuity plans should aim to reduce transmission, including by: promoting understanding of the disease, its symptoms and appropriate behavior among employees; setting up a reporting system for any cases and contacts; preparing essentials; limiting travel and physical connectivity; and planning for measures such as teleworking when necessary.

**Calls to Action**

- ICC strongly endorses WHO’s call on national governments everywhere to adopt a whole-of-government and whole-of-society approach in responding to the COVID-19 pandemic. Reducing the further spread of COVID-19 and mitigating its impact should be a top priority for Heads of State and Government. Political action should be coordinated with actors in the private sector and civil society to maximize reach of messaging and effectiveness.
- Governments should commit to making available all necessary resources to combat COVID-19 with the minimum of delay and to ensure that cross-border medical and other essential goods supply chains are able to function effectively and efficiently.
- ICC and the WHO encourage national chambers of commerce to work closely with UN country teams, including WHO country offices where they exist, and to designate mutual focal points to coordinate this collaboration.
- ICC encourages its members to support their country’s national response efforts and to contribute to the global response efforts coordinated by the WHO through www.covid19responsefund.org.”


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American Foundry Society Cancels Metalcasting Congress 2020

In a March 17th letter to exhibitors and attendees registered for Metalcasting Congress 2020, American Foundry Society (AFS) CEO Doug Kurkul announced that the organization had made the decision to cancel the event, which was scheduled to be held on April 21-23, 2020, in Cleveland. In his statement, Kurkul stated, “This outcome became unavoidable in recent days, especially after the Ohio Governor prohibited large public gatherings. Given the uncertainty relative to the duration of mass-gathering bans, AFS does not plan to reschedule the event.”

AFS is prepared to offer full refunds to registered exhibitors and attendees, but Kurkul has requested that they consider accepting a partial refund. “Recognizing the major impact on our financial reserves...we ask that exhibitors and registrants vested in the success of our industry consider accepting a partial refund and contributing some balance of their choice back to AFS, helping us to bridge the gap between the 2019 and 2021 trade shows.”

The Non-Ferrous Founders’ Society had also planned to exhibit at Metalcasting Congress 2020. “The NFFS staff is sorry to miss this opportunity to network with members and industry colleagues,” said Jerrod Weaver, NFFS Executive Director. “However, we agree that the health and safety of attendees must take priority, and we will look forward to next year’s event.”

Metalcasting Congress 2021 will be held on April 13-15, 2021, in Milwaukee.

World Foundry Organization Postpones World Foundry Summit in New York

The following message from World Foundry Organization General Secretary Andrew Turner was published on March 18, 2020.

Due to concerns and global disruptions caused by the rapidly evolving coronavirus (COVID-19) pandemic, the World Foundry Organization (WFO) has made the difficult decision to postpone the World Foundry Summit, due to be held in New York (USA) on May 18-19, 2020. The decision has not been taken lightly and is made in light of the strict advice and guidance from governments around the world, including both sides of the Atlantic amid the emergence of imposed travel restrictions that threaten to be in effect for some time.

The World Foundry Summit is an important component of the WFO’s commitment to disseminate information amongst member countries and to the wider industrial landscape. However, the health and safety of individuals is always a priority and the WFO accepts its responsibility to act accordingly.

The event has attracted high calibre speakers and a significant level of industry involvement with regards to delegate registrations and support from our sponsoring companies. The WFO is appreciative of such a positive response to the event and will endeavour to carry that momentum forward once we are able to confirm a new date. We recognise that the current restrictions will be removed at some point in the future but we acknowledge that the priority for delegates and our industry will then in the short to medium term be to recover from the effects of the coronavirus.

We will keep your registration live on our system so that as soon as we have a new date agreed, hopefully in 2021, we can inform you and guarantee your place at this premium event for the global cast metals industry.

We thank you for your support and understanding, and we look forward to welcoming you to the prestigious World Foundry Summit once the coronavirus threat has subsided.

Call for Articles

Do you have news that is of interest to the non-ferrous metal casting community? Send your articles or press releases to erin@nffs.org so we can share them with our readership. Photographs are encouraged! The deadline for the next issue is Friday, April, 2020.
Hazardous Chemical Inventories

Date: Tuesday, April 14, 2020
Time: 2:00 p.m. ET (1:00 p.m. CT)
Cost: $199, FREE for members
Presenter: Martha Guimond, Joseph A. Guimond & Associates

The EPA requires foundries to maintain an inventory of hazardous chemicals used and stored within their facilities. An accurate chemical inventory is the foundation for compliance with many different reporting regulations, including Tier II reports, R Forms, emissions reporting, TSCA and more. But what needs to be included, and in what quantities? Join NFFS for an important conversation regarding how to develop a complete hazardous chemical inventory, and how this data can be used as part of the regulatory reporting process.

Register: www.nffs.org/nffsummit0420

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