



From the CEO's Desk

The Signatory Contractors' Trusted Resource

FCA International serving as a resource to signatory contractors is not unique to 2020. A core purpose of FCA has always been to serve as a trusted resource for signatory contractors. Everything we do really boils down to this. FCA leverages the strength of our signatory contractor community to educate, advocate and legislate to help increase perspective and opportunities for members.

Like most of the world, FCA devoted much of our focus to COVID-19 in 2020. As the pandemic forced lockdowns worldwide, contractors had to adjust how they did business, track new guidelines and standards, and be aware of business-impacting legislation. And they had to do all of this while executing their regular responsibilities as business owners.

It was a tall task for any individual, but when leveraging the resources afforded through a signatory contractor community, the load of working through the information became more manageable. However, there is so much more to a signatory contractor's business than adjusting to a global pandemic. Though contractors can continue relying on FCA for clear, concise information and resources they need as we continue working through this, many in the industry are starting to look forward to life past COVID-19, and so is FCA.

I'm excited to announce that we revamped the [FCA website](#) to be a true online resource for signatory contractors. Through the website, signatory contractors can access the latest updates on topics that impact their business, and access the tools, education and resources available through their united contractor community to help gain an edge on their competition. Our revamped website is in its first phase and will continue to expand and develop so member contractors and associations have a place to easily access the clear and accurate information they need.

Many more announcements are on the horizon in 2021. We can't wait to share with you the new technologies, resources and industry events as the year progresses. If you haven't yet, plug in to your signatory contractor community. Together, we'll weather the challenges and truly build a better future for this industry.

COVID-19

Reminder: COVID-19 Mandatory Paid Leave Expired Dec. 31, 2020

The mandatory emergency E-PSL and E-FMLA provisions from the Families First Coronavirus Response Act (FFCRA) expired on Dec. 31, 2020. Employers with 500 or fewer employees are not currently required to provide paid leave for COVID-19.

However, for those employers who voluntarily choose to provide paid E-PSL and E-FMLA, the FFCRA's tax credits will remain available through March 31, 2021 via the stimulus package Congress passed in December 2020. Keep in mind that the December package only extended the tax credits – it did not appear to increase the cap on total tax an employer can claim per employee. [Click here](#) for more information on the topic.

Second Round of PPP Funding Currently Set to Expire at End of March

The second round of Paycheck Protection Program loans through the Small Business Administration is available through March 31, 2021. Per the White House's recent changes to the program, employers with 20 or fewer employees have an exclusive application window through March 10, 2021. Borrowers who are eligible for "second-draw" PPP loans must have fewer than 300 employees, have used the full amount of their first PPP loan (prior to the *disbursement* of the second loan) and be able to demonstrate a 25 percent decline in gross receipts in any 2020 quarter compared to the corresponding quarter in 2019.

Companies who did not receive funds before the original PPP expired on Aug. 8, 2020 have the opportunity to apply for their initial PPP loan during this round of funding as well. [Click here](#) for more information on PPP loans.

COVID-19 Vaccine Policies and Workers Compensation

While the details of workers' compensation liability vary from state to state, the basic definition of a workplace injury is a "personal injury that arises out of and in the course of employment." The employee bears the burden of proving a work-related personal injury. That said, if an employer mandates (or strongly encourages) its employees receive a COVID-19 vaccine as a condition of employment, and an employee suffers a severe reaction, it is likely to be considered a compensable injury. [Click here](#) for more information.

COVID-19 Resources for Signatory Contractors

FCA International has several resources signatory contractors need to remain in line with the [latest federal recommendations and guidelines](#) for COVID-19.

- FCA COVID-19 Model Exposure Control Plan: a comprehensive, customizable plan to help contractors protect their employees and businesses from COVID-19 exposure.
 - [COVID-19 Exposure Control Plan Preview and Request Form](#)
 - [Video Tutorial on How to Use the COVID-19 Exposure Control Plan](#)
- FCA Toolbox Talk Program: the FCA Toolbox Talk programs features eight toolbox talks on COVID-19 in both Spanish and English. [Click here](#) if your company needs access. *(Fill out the form at the bottom of the page.)*
- FCA Coronavirus Resources page: an updated repository of information on COVID-19 signatory contractors can access for the latest safety, legal and legislative updates. Access at <https://finishingcontractors.org/resources/covid-resources/>.

Profitability & Business

Understanding the Resources Available through a Contractor Community

One of the new features of the updated FCA website is a value calculator that highlights the resources available to help strengthen signatory contractors' businesses. [Click here](#) to access the calculator to see the value in belonging to the FCA community.

Withdrawal Liability and Your Business

FCA held its Educational Series Event on "Withdrawal Liability and Your Business" with FCA's IPAT Pension Fund Counsel Mike McNally. Mike educated signatory contractors on what withdrawal liability is, why it exists, the circumstances when a company owes withdrawal liability, how withdrawal liability impacts a signatory contractor's business, and withdrawal liability considerations to be aware of when looking to sell or transfer ownership of a business. [Click here](#) to access the recording.

Company-Specific Quality Manuals and Job-Specific Quality Plans for Signatory Contractors

A comprehensive quality program helps contractors remain among the industry's best. The tools and processes established provide employers a resource to *show* their customers they are committed to providing a quality product. The FCA community has leveraged one of the construction industry's quality control experts to provide [quality manuals](#) customized for a signatory contractor's company and customizable [quality plans](#) for their individual jobs at no cost to contributing FCA members.

Many members have leveraged the FCA Quality Program to bid and win jobs where quality programs were a bid requirement. [Click here](#) for an article from FCA's Quality partners on the six common mistakes they encounter while starting a quality program.

Safety and Mental Health

You're Not Alone Blog – Understanding Bipolar Disorder

Each month, FCA works with Bob Swanson to publish a blog on mental health and suicide prevention in the construction industry. Bob's latest blog helps employers better understand bipolar disorder, what it is, its symptoms, and the treatments available that could help anyone in your organization who may live with bipolar disorder.

As many of you know, our oldest son Michael died by suicide on March 13, 2009 at the age of 33. Michael lived with bipolar I disorder, seasonal affective disorder, anxiety disorder and substance use disorder with alcohol. Unfortunately, much of what I will convey to you in this blog was learned after Michael's death. According to the Mayo Clinic, "Bipolar disorder, formerly called manic depression, is a mental health condition that causes extreme mood swings that include emotional highs (mania or hypomania) and lows (depression)." Episodes of mood swings may occur rarely or multiple times a year...

[Click here](#) to read the full blog, and read Bob's [latest blogs here](#).

FCA Spotlight: Safety Helpline

The FCA Safety Helpline is a resource for signatory contractors. Whether you're double checking your understanding of local COVID-19 regulations, looking for quick safety answers or just want to bounce your ideas off safety professionals, the FCA Safety Helpline is available to contributing FCA members by phone at (844) 414-SAFE or by email at safetyhelpline@finishingcontractors.org.

Industry News and Events

FCA International Leadership Council Coming this Fall

The 2021 FCA International Leadership Council (FCA's premiere annual member event) has been postponed until this fall. Keep an eye on [FCA's Event Page](#) for the latest on the International Leadership Council and FCA's other events.

Contractor Spotlight: Hester Painting and Decorating

Hester Painting & Decorating is a family-owned painting company that has thrived for over 50 years thanks to strong relationships built through integrity, a commitment to excellence and a dedication to service. Tom Hester started the company in 1968, and it is managed by his sons Jeff and Steve today. Sadly, Tom passed away last April.

Hester Painting & Decorating has been one of the most successful painting businesses in the greater Chicago area, and the brothers credit the values that Tom established for the company, and instilled in them, as the main reason for the company's success. Tom's commitment to doing what you say, being truthful, backing up your words with actions and running towards problems (not away from them) are instilled at every level of Hester Painting & Decorating. [Click here](#) to read the full spotlight.

Industry Partners: Leading Manufacturers and Suppliers Supporting Signatory Contractors

Graco Announces New Product Launch for Contractors

Graco announced the launch of a new slate of products available in Spring of 2021 to help support contractors. These solutions deliver a new level of power and freedom contractors haven't experienced before, whether it's a paint, heavy coating, texture, striping or disinfecting application, these products have been designed to help contractors make the most money on every job.

The upcoming products include: [360 Cordless Airless Paint Sprayer](#), [ProSurface Professional Smoothing Blades](#), [Powerfill 3.5 Cordless Loading Pump](#), and the [Sanispray HP Electric and Airless Disinfectant Sprayers](#).

DEWALT Product Guides for Contractors

DEWALT posted several new product guides on its DEWALT TV channel that can help contractors and their teams gain a better understanding of their DEWALT products. The guides are 1 to 5 minute videos, and cover: How to Clean Your Tools; PERFORM & PROTECT™ – Vibration; Grinder Guard and Wheel Installation; Grinder Basics; Drill Bit Installation Into A Half-Inch Cordless Drill With Chuck; Cordless Drill Speed, Torque, and Clutch Settings; and DCS376 Bandsaw Blade Installation and Removal. [Click here](#) for more.

Cleaning Tools on the Jobsite: TapeTech Mobile Wash Station

The TapeTech MWS01-TT Mobile Wash Station is the lightest and most portable wash station available. It is the perfect solution for cleaning tools and equipment on the jobsite, especially when water supplies are limited.

Working from just a 5-gallon bucket of water, the MWS01-TT generates the ideal water pressure to effectively clean drywall finishing tools, paint brushes, rollers, pans and more. The MWS01-TT also helps finishers and painters comply with environmental laws by providing a convenient, professional wash station that does not wash the joint compound or paint into the soil. The legs of the MWS01-TT open and close effortlessly for quick set up, break down and transport. [Click here](#) for more.



FCA International Partners

