WORK NOW Act
S.740/H.R.1987

The broad charitable nonprofit community is united in support of the WORK NOW Act, a targeted pandemic-recovery bill to help organizations retain their employees, scale their service delivery, and put newly unemployed people back to work serving their communities.

**Background**
Prior to the pandemic, charitable nonprofits employed more than 12 million people, making them the third-largest industry in the country – larger than the construction, financial services, and manufacturing industries. In normal times, these organizations are on the front lines – providing housing, food aid, mental health and counseling services, childcare, and disability assistance to those who need it most, while also uplifting faith, culture, and quality of life in communities throughout the United States.

The demands for these services are exponentially growing at a time when organizations must decrease their capacity because charitable giving and other revenue streams for nonprofits have declined precipitously as a result of COVID-19. Since COVID-19 hit, organizations are being forced to make difficult staffing and resource decisions over how to advance their missions while struggling to remain financially viable. As of March 2021, well more than 800,000 nonprofit jobs have been lost due to the pandemic, creating undue challenges particularly for women and communities of color disproportionately pushed out of the workforce due to no fault of their own as a result of the pandemic.

The sector needs a major infusion of resources to enable organizations to bring back staff and hire additional employees so they can deliver essential services for millions of Americans.

**How the WORK NOW Act Works**
The “Work Opportunities and Resources to Keep Nonprofit Organizations Well Act,” or WORK NOW Act (S. 740/H.R. 1987), would infuse $50 billion into the nonprofit community across the country to get people back to work and make sure nonprofits are able to meet the needs of the populations they serve.

- Funding will cover salaries and wages up to $50,000 for each employee, plus benefits. Some portion of grant funding may be used to cover operating costs (such as rent, utilities, insurance policies, and maintenance) and programmatic costs.
- 80% of WORK NOW grants will be distributed to state, local, and Tribal governments for grants provided to local nonprofits. 20% of grants will be allocated to intermediary nonprofit organizations for allocation to entities.
- Priority for grants by governments or intermediaries shall be given to organizations serving public needs that have increased during the pandemic, including housing and emergency shelter, public health, arts and cultural, food insecurity, supplemental educational services, direct services to help individuals stabilize their lives and fund self-sufficiency, and services in rural areas.

**Funding Distribution to State, Local, and Tribal Governments**
- The Treasury Department will distribute block grants to state and local governments pursuant to a modified version of the Community Development Block Grant (CDBG) program.
- Using the CDBG formula will automatically distribute funding to over one thousand state and local governments for immediate distribution to nonprofits. To counteract the CDBG formula’s tendency to benefit urban areas that lack affordable housing, the program appropriation will also include a plus-up for rural areas that do not receive adequate funding under the CDBG formula.

**Funding Distribution through Intermediaries**
- The WORK NOW Act establishes an Intermediary Distribution Account in the Treasury Department.
- Nationwide and regional nonprofit organizations may apply for grants made from this account both on their own behalf and on behalf of their national network of chapters.
- Intermediaries include organizations with more than 500 employees operating in multiple locations and organizations that operate through networks of affiliates, members, or branches in multiple locations.
The following organizations have expressed support for the WORK NOW Act and urge its inclusion in any infrastructure legislation adopted in 2021.

After-School All-Stars
Alliance for Strong Families and Communities
Alternate ROOTS
American Alliance of Museums
American Cancer Society Cancer Action Network
American Heart Association
American Lung Association
Americans for the Arts
Arts Alliance Illinois
Association of Art Museum Directors
Boys & Girls Clubs of America
Cancer Support Community
Catholic Charities USA
Chamber Music America
Communities In Schools National Office
Council on Foundations
Covenant House International
Dance/USA
Future of Music Coalition
Futures Without Violence
Girl Scouts of the USA
Girls Inc.
Goodwill Industries International, Inc.
Habitat for Humanity International
Horizons National
Independent Sector
Leadership 18
League of American Orchestras
Local Learning: The National Network for Folk Arts in Education
Lutheran Services in America
March of Dimes
Meals on Wheels America
Mental Health America
MENTOR National
National Assembly of State Arts Agencies
National Council of Nonprofits
National Health Council
National Recreation and Park Association
National Summer Learning Association (NSLA)
Network of Jewish Human Service Agencies
New York Foundation for the Arts
OPERA America
Performing Arts Alliance
Recording Academy
The International Association of Blacks in Dance, Inc.
The Jewish Federations of North America
The Nonprofit Alliance
Theatre Communications Group
Union of Orthodox Jewish Congregations of America
United Philanthropy Forum
United Way Worldwide
VisionServe Alliance
Volunteers of America
YMCA of the USA
YWCA USA