

HOW WILL CONGRESS'S LATEST COVID-19 RELIEF PACKAGE ADDRESS PAID SICK AND FAMILY LEAVE?

	<i>Families First Coronavirus Response Act (FFCRA, H.R. 6201, signed into law 3/18/20)</i>	<i>Third Relief Package (H.R. 748, Originated in Senate)</i>	<i>Take Responsibility for Workers and Families Act (H.R. 6379, House Proposal)</i>	<i>The PAID Leave Act (S. 3513)</i>
Summary of paid leave provisions	Provides, through the end of December 2020: <ul style="list-style-type: none"> - Two workweeks of emergency paid sick leave at full pay for a worker who has COVID-19 or is self-isolating/quarantining, two-thirds pay for taking care of a child for related issues - Ten workweeks of emergency paid family leave at two-thirds pay for a worker who is taking care of a child 	Provides the same leave package as FFCRA, and: <ul style="list-style-type: none"> - Director of OMB has authority to exclude certain federal government employees, including those from the executive branch, from paid sick and family leave" 	Provides, through the end of December 2021: <ul style="list-style-type: none"> - Two workweeks of emergency paid sick leave at full pay for a worker who has COVID-19, is self-isolating/quarantining, or taking care of a child - Ten workweeks of emergency paid family leave at two-thirds pay to cover a worker who is taking care of themselves or any family member 	Provides, through the end of January 2022: <ul style="list-style-type: none"> - Fourteen paid sick days available immediately, and three months of COVID-19-related paid family and medical leave - Permanently ensure workers can accrue seven paid sick days - Permanently enact a paid family and medical leave program through the FAMILY Act
Workers at businesses of all sizes covered?	<ul style="list-style-type: none"> - Excludes workers at businesses larger than 500 employees - Secretary of Labor has authority to exclude businesses with fewer than fifty employees if the emergency paid sick time would "jeopardize the viability of the business" 	In addition to FFCRA provisions: <ul style="list-style-type: none"> - Director of OMB has authority to exclude certain federal government employees, including those from the executive branch, from paid sick and family leave 	<ul style="list-style-type: none"> - Excludes workers at businesses larger than 500 employees - Secretary of Labor has authority to exclude businesses with fewer than fifty employees if the emergency paid sick time would "jeopardize the viability of the business" 	In addition to FFCRA provisions: <ul style="list-style-type: none"> - Director of OMB has authority to exclude certain federal government employees, including those from the executive branch, from paid sick and family leave
Provides an inclusive definition of family?	<ul style="list-style-type: none"> - Son or daughter under 18 years old - An "individual" who needs care" 	No change from FFCRA	Provides an expanded definition of "Family Member": <ul style="list-style-type: none"> - Parent (including biological, foster, adoptive parents, stepparent, parent-in-law, parent of domestic partner, legal guardian) - Spouse - Sibling - Son or daughter - Grandchild - Domestic partner 	Includes: <ul style="list-style-type: none"> - Child - Parent (including biological, foster, adoptive parents, stepparent, parent-in-law, parent of domestic partner, legal guardian) - Spouse - Domestic partner - Any other individual related by blood or affinity whose close association with the covered individual is the equivalent of a family relationship
Emergency paid sick days covers workers' self-care needs related to COVID?	Provides two workweeks of emergency paid sick days, which covers a worker: <ul style="list-style-type: none"> - Complying with a federal, state, or local quarantine or isolation order - Self-quarantining due to health care provider's recommendation - Experiencing symptoms and seeking a health care diagnosis 	No change from FFCRA	No change from FFCRA	Provides fourteen days paid sick days, which covers a worker: <ul style="list-style-type: none"> - With a physical or mental illness, injury, or medical condition - Obtaining professional medical diagnosis or care, or preventive medical care - Complying with closure of a place of employment or work due to a public health emergency - Who has determined their presence in their community may jeopardize the health of others, or is complying with an assessment to this end made by a public official or health provider - Who has been exposed to a disease or exhibition of symptoms - Absent due to domestic violence, sexual assault, or stalking
Emergency paid sick days cover workers' caregiving needs for family/children related to COVID?	Provides two workweeks of emergency paid sick days at two-thirds pay, for a worker caring for: <ul style="list-style-type: none"> - An individual who is complying with a quarantine/isolation order - A worker self-quarantining due to a health care provider's recommendation - A son or daughter whose school has been closed or child care provider is unavailable 	No change from FFCRA	No change from FFCRA	Provides fourteen days paid sick days, which covers a worker caring for: <ul style="list-style-type: none"> - An individual who is has a physical or mental illness/injury/medical condition, is obtaining diagnosis or preventive medical care, is complying with closure of work, whose presence in their community could jeopardize the health of others, who has been exposed to a disease or is exhibiting symptoms, or is victim of domestic violence, sexual assault, or stalking - A child whose school or place of care has been closed or if the child can't safely attend school or care - A child with a health condition or disability that requires care - An individual who is otherwise in need of care
Wage replacement for emergency paid sick days?	Workers receive wage replacement for two workweeks of paid sick days at no more than \$511 per day for self-care, no more than \$200 for caring for others; wage replacement for part-time workers commensurate with their regular hours	No change from FFCRA	No change from FFCRA	Workers receive 100 percent wage replacement for fourteen days or if part-time, wage replacement equivalent to their regular schedule
Emergency paid family leave covers worker's self-care needs related to COVID?	No	No	Provides ten workweeks of emergency family leave, which covers: <ul style="list-style-type: none"> - Self-quarantining 	Provides twelve weeks of family leave, which covers the same uses as the PAID Leave Act's sick leave provisions (including self-care)
Emergency paid family leave covers workers' caregiving needs for family/children related to COVID?	Provides ten workweeks of emergency family leave, for a worker caring for: <ul style="list-style-type: none"> - A son or daughter whose school has been closed or child care provider cannot work 	No change from FFCRA	Provides ten workweeks of emergency family leave, for a worker caring for an expanded group of people: <ul style="list-style-type: none"> - A family member who has been quarantined, - A family member who has a disability, - A family member whose caregiver/place of care is closed, or - Child(ren) whose school has been closed/caregiver is unavailable 	Provides 12 weeks of family leave, which covers the same uses as the PAID Leave Act's sick leave provisions
Wage replacement for emergency paid family leave?	Workers receive ten workweeks paid family leave at two-thirds pay (no more than \$200 a day)	No change from FFCRA	No change from FFCRA	Workers receive 12 weeks paid family leave at 66% pay (no more than \$4,000 a month)
Are businesses supported to pay workers?	Provides paid leave reimbursement through tax credits for businesses smaller than 500 employees	Allows businesses of less than 500 employees to receive an advance tax credit instead of waiting to be reimbursed.	<ul style="list-style-type: none"> - Provides PSD/extended paid leave reimbursement to states, localities and nonprofits - Businesses seeking paid leave reimbursement must be smaller than 500 employees 	The Treasury Department must reimburse employers for all paid leave provided to workers

Sources: "H.R. 748," U.S. Senate, 25 March 2020, <https://www.politico.com/f/?id=00000171-1429-d270-a773-777f92a00000>. "H.R. 6379," U.S. House of Representatives, 23 March 2020, <https://appropriations.house.gov/sites/democrats.appropriations.house.gov/files/COVIDSUPP3.xml.pdf>; "H.R. 6379, Take Responsibility for Workers and Families Act Title-By-Title Summary," U.S. House of Representatives, 23 March 2020, <https://appropriations.house.gov/sites/democrats.appropriations.house.gov/files/Take%20Responsibility%20for%20Workers%20and%20Families%20Act%20summary.pdf>; "H.R.6201, Families First Coronavirus Response Act," U.S. Congress, 18 March 2020, <https://www.congress.gov/bills/116/congress/house-bill/6201>; Glynn, Sarah Jane. "Congress Must Extend Paid Leave Protections to All Workers in Next Coronavirus Response Bill," Center for American Progress, 24 March 2020, <https://www.americanprogress.org/issues/women/news/2020/03/24/482196/congress-must-extend-paid-leave-protections-workers-next-coronavirus-response-bill/>; "Fact Sheet: Take Responsibility for Workers and Families Act," House Education & Labor Committee, 23 March 2020, <https://edlabor.house.gov/imo/media/doc/2020-03-23%20Take%20Responsibility%20for%20Workers%20and%20Families%20Act%20-%20Labor%20Fact%20Sheet.pdf>; "Providing Americans Insured Days of Leave Act," U.S. Senate, 17 March 2020, <https://www.help.senate.gov/imo/media/doc/PAID%20Leave%20Act%20of%202020.pdf>.