



## The PAID Leave Act

### **Background**

The COVID-19 pandemic is devastating our nation's workers and families—exposing the deeply entrenched social and economic inequities that have long plagued our nation. Small businesses have been forced to close their doors while the virus continues to spread, forcing workers to have to choose between earning a paycheck, staying home because they feel sick, or caring for their children or ill loved ones. From healthcare workers and emergency responders to janitorial and sanitation workers to grocery store workers and letter carriers, millions of workers all over the country are putting themselves at risk because they do not have access to paid sick days and personal and family medical leave.

While Congress made important progress through the passage of the Families First Coronavirus Response Act (FFCRA) to provide limited access to paid sick days and family leave due to the COVID-19 crisis, our most vulnerable workers were left behind. To add insult to injury, the Department of Labor (DOL) released harmful regulations that will deny millions of workers—including millions of health care workers and emergency first responders-- the ability to take paid leave during this crisis on the same day the FFCRA was scheduled to go into effect. The DOL regulations allow small businesses with less than 50 employees to deny working parents a paycheck because they must stay home to take care of their children due to mandated school closures.

Providing universal access to paid sick days and paid family leave will help to ensure that no worker is left behind and that every working family is financially supported during the COVID-19 public health crisis.

### **The Providing Americans Insured Days of (P.A.I.D) Leave Act**

[The PAID Leave Act](#) is comprehensive legislation led by Representative Pressley and Representative DeLauro (D-CT) as well as Senator Murray (D-WA) and Senator Gillibrand (D-NY ) that would provide all workers with paid sick days and paid family and medical leave immediately in response of the COVID-19 crisis and any future public health emergencies. The P.A.I.D. Leave Act would:

1. **Require ALL employers—regardless of size and number of employees— to provide their workers with paid sick leave.** Employers, regardless of size would be required to allow their workers and independent contractors to accrue up to 7 days of paid sick leave at 100% of wages.
2. **Require employers to provide additional emergency paid sick leave during a public health emergency.** Employers would be required to offer a separate amount of 14 days of paid sick leave at 100% of wages to be made immediately available at the beginning of any public health emergency.

3. **Require employers to provide paid leave during a public health emergency.** Workers would have access to 12-weeks of paid leave at 2/3 of wages during a public health emergency.
4. **Expand the list of qualifying events for the use of paid sick days and paid leave to include:**
  - a. If a worker's child's school is closed due to a public health emergency
  - b. If a worker's employer is closed for a public health emergency
  - c. If a worker or their family member in need of care are quarantined or isolated because of exposure linked to a public health emergency
  - d. As well as the existing qualifying events.
5. **Require the Federal government to cover the cost** of these expanded benefits and ensure they are available through January 2022.

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