



## Committee Coronavirus Response Overview: Labor

### *Providing Immediate and Sustained Support to Workers and their Families*

In response to the COVID-19 pandemic, Congress passed three legislative packages that provide direct and immediate support to students, families, educators, schools, and institutions. The *Families First Coronavirus Response Act*, which was signed into law March 18, and the *Coronavirus Aid, Relief, and Economic Security (CARES) Act*, which was signed into law March 27, take important steps to address the urgent challenges facing every part of our education system, from early childhood education programs to K-12 schools and institutions of higher education. The *Consolidated Appropriations Act of 2021*, which was signed into law December 21, not includes \$900 billion in much needed relief for students, workers, and families.

Below is a summary of provisions enacted as part of Congress's response to COVID-19.

#### Emergency Paid Sick Leave

#### *Families First Coronavirus Response Act*

**The COVID-19 pandemic is forcing many workers who currently have no paid leave to choose between their paycheck, their health, and the health of the people around them. The *Families First Coronavirus Response Act* provides emergency paid sick leave to tens of millions of U.S. workers. Under the *Families First Coronavirus Response Act*:**

- Employees at companies with fewer than 500 employees, government employees, and employees who work under a multiemployer collective agreement and whose employers pay into a multiemployer plan are eligible for emergency paid sick leave.
- **Eligible employees are entitled to two weeks (80 hours) of emergency paid sick leave.**
  - Full-time workers will receive 100 percent of their regular pay (up to \$511 per day) if they are taking time off to self-quarantine, seek a diagnosis or preventive care, or receive treatment for COVID-19.
    - Full-time workers will receive two-thirds of their regular pay (up to \$200 per day) to care for a family member or child whose school has closed, or if their child care provider is unavailable due to COVID-19.
  - Part-time workers will receive pay for 100 percent of the typical number of hours they work in a typical two-week period (up to \$511 per day) if they are taking time off to self-quarantine, seek a diagnosis or preventive care, or receive treatment for COVID-19.
    - Part-time workers will receive two-thirds of their typical pay (up to \$200 per day) to care for a family member or to care for a child whose school has closed, or if their child care provider is unavailable due to COVID-19.

- Employers that are required to provide emergency paid sick leave will be fully reimbursed by the federal government within three months for both wages paid *and* the employer's contribution to employee health insurance premiums during the period of leave.
  - The reimbursement will be processed as a refundable tax credit that counts against employers' payroll tax, which all employers pay regardless of non-profit/for-profit status.
  - Employers will submit emergency paid sick leave expenses as part of their estimated quarterly tax payments. If an employer's costs more than offset their tax liability, the employer will get a refund from the IRS.

### Fiscal Year 2021 Consolidated Appropriations Act

- **Extends tax credit for employers who voluntarily provide sick leave** for COVID-19-related purposes, the tax credit was first created under the Families First Coronavirus Response Act

For questions about emergency paid sick leave, click [here](#).

### Emergency Paid Extended Leave

### Families First Coronavirus Response Act

**Nationwide closures of schools and child care centers have left many working parents scrambling to care for their children while maintaining their jobs. The *Families First Coronavirus Response Act* extends paid sick leave to workers caring for children whose schools or child care are closed due to COVID-19. Under the *Families First Coronavirus Response Act*:**

- Employees at companies with fewer than 500 employees, state and local government employees and certain government employees, and employees who work under a multiemployer collective agreement and whose employers pay into a multiemployer plan are eligible for extended paid leave.
- **Eligible full-time and part-time employees are entitled to 12 weeks of job-protected leave** to care for children in the event of school closures or their child care provider is unavailable due to COVID-19.
  - The 12 weeks of job-protected leave include two weeks of unpaid leave, followed by 10 weeks of paid leave. Eligible employees may elect or be required to overlap the initial two weeks of unpaid leave with two weeks of other paid leave they have available.
  - Eligible employees will receive a benefit from their employers that will be no less than two-thirds of their usual pay.
- Employers that are required to provide emergency extended paid leave will be fully reimbursed by the federal government within three months for both wages paid *and* the employer's contribution to employee health insurance premiums during the period of leave.
  - The reimbursement will be processed as a refundable tax credit that counts against employers' payroll tax, which all employers pay regardless of non-profit/for-profit status.
  - Employers will submit emergency paid leave expenses as part of their estimated quarterly tax payments. If employer's costs more than offset their tax liability, they will get a refund from the IRS.

For questions about emergency paid extended leave, click [here](#).

**The March of Dimes informed Congress that its skyrocketing pension liability will soon negatively affect its capacity to protect the health of mothers and babies. The CARES Act includes bipartisan provisions to support the March of Dimes and its critical mission through the COVID-19 pandemic.**

- The March of Dimes will qualify for the same pension funding rules as several other charities and non-profit organizations, such as the Girl Scouts, Jewish Federations, and the Rural Electric Cooperatives.
  - This commonsense fix, based on bipartisan legislation introduced by Education and Labor Committee Member, Rep. Lucy McBath (D-GA), will ensure that the March of Dimes can fulfill its pension obligations without compromising its core mission.