



Fact Sheet

COMMITTEE ON EDUCATION & LABOR

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The Hon. Robert C. "Bobby" Scott • Chairman

Comparing the House and Senate Versions of the Third Stimulus Package *Labor Provisions*

Policy Area	<i>Taking Responsibility for Workers and Families Act</i> <i>House Bill</i>	<i>CARES Act</i> <i>Senate Bill</i>
Paid Leave		
Paid Sick Leave (Short Term)	<ul style="list-style-type: none"> • Extends requirements to all employers, regardless of size. • Eliminates Labor Secretary’s authority to exempt health care providers and emergency responders. Eliminates employers' ability to exclude health care providers and emergency responders from leave. • Eliminates Labor Secretary’s authority to exempt employers with fewer than 50 employees from requirement to provide leave for care of child when school is closed. • Eliminates the Labor Secretary’s broad rulemaking authority. 	<ul style="list-style-type: none"> • Extension of requirements to all employers <i>not included</i>. • Elimination of Labor Secretary authority or employers’ ability to exclude <i>not included</i>. • Provides the Director of the Office of Management and Budget (OMB) authority to exclude for good cause certain Executive Branch employees from requirement to provide paid sick leave. • Provides the Secretary of Labor may investigate and gather data to ensure compliance with the paid sick leave provisions.

<p>Expanded Family and Medical Leave Act (Long Term)</p>	<ul style="list-style-type: none"> • Extends requirements to all employers, regardless of size. • Eliminates Labor Secretary’s authority to exempt health care providers and emergency responders. Eliminates employers' ability to exclude health care providers and emergency responders from leave. • Eliminates Labor Secretary’s authority to exempt employers with fewer than 50 employees. • Expands uses to allow workers to take time to quarantine, take care of individual who is quarantined, and take care of family member who is an individual with a disability or a senior citizen when their place of care is closed. 	<ul style="list-style-type: none"> • Extension of requirements to all employers <i>not included</i>. • Elimination of Labor Secretary authority or employers’ ability to exclude <i>not included</i>. • Expansion of uses <i>not included</i>. • Provides the Director of the Office of Management and Budget (OMB) authority to exclude for good cause certain Executive Branch employees from expanded FMLA leave. • Allows an employee who was laid off by an employer after March 1, 2020 to have access to paid family and medical leave if the employee worked for the employer at least 30 of the last 60 calendar days prior to the employee’s layoff and was rehired by the employer. • Provides the Labor Secretary with broad rulemaking authority.
<p>Health and Safety</p>		
<p>OSHA Emergency Temporary Standard</p>	<p>Requires OSHA to issue Emergency Temporary Standard in 7 days</p>	<p><i>Not included.</i></p>
<p>Workforce Development</p>		
<p>Workforce Innovation and Opportunity Act</p>	<ul style="list-style-type: none"> • Provides flexibility for administrative costs and state dislocated worker funds related to responding to COVID-19. • Appropriates \$960 million for adult, youth, and dislocated worker activities, \$100 million for Job Corps, \$150 million for Wagner-Peyser, and \$15 million for administrative costs 	<ul style="list-style-type: none"> • House waiver language included. • Appropriates \$345 million for national dislocated worker grants, no direct funding to states.

Retirement Security

<p style="text-align: center;">Multiemployer Pensions</p>	<ul style="list-style-type: none"> • Includes the Butch Lewis Act • Includes the GROW Act, which authorizes composite plans. These new plans are composed of features of a traditional defined-benefit plan and certain attributes of a 401(k)-style defined contribution plan. 	<p><i>Not included</i></p>
<p style="text-align: center;">March of Dimes Pension Relief</p>	<p>Enables March of Dimes to qualify for the same pension funding rules as several other charities and non-profit organizations.</p>	<p>Included</p>
<p style="text-align: center;">Funding relief for Single Employer Defined Benefit Pension Plans</p>	<p>Provides companies with more time to meet their funding obligations by delaying the due date for any contribution otherwise due during 2020 until January 1, 2021. At that time, contributions due earlier would be due with interest.</p>	<p>Included</p>
<p style="text-align: center;">Expansion of Labor Department Authority to Postpone Certain Filing Deadlines</p>	<p>Allows the Labor Secretary to postpone the filing deadlines of certain pension-related forms for a public health emergency (Labor Secretary already has authority to do so for Presidentially declared disaster or terrorist or military actions).</p>	<p>Included</p>
<p>Other</p>		
<p style="text-align: center;">Inspector General — DOL</p>		<p>Appropriates \$26 million to oversee UI and other programs</p>

	Appropriates \$1.5 million to the DOL IG to conduct oversight of activities supported by funds appropriated to the Department of Labor	
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For information on provisions related to unemployment compensation in the Take Responsibility for Workers and Families Act, please see FAQ [here](#) from the Ways and Means Committee.