



## **The Take Responsibility for Workers and Families Act (H.R. 6379)** *Protecting Health, Safety, and Financial Security for Workers and Families*

The *Take Responsibility for Workers and Families Act* protects frontline health care workers and provides workers and families the direct, immediate, and comprehensive financial support they need during this public health crisis.

### **The *Take Responsibility for Workers and Families Act* protects frontline health care workers who are doing heroic work confronting the coronavirus pandemic.**

- Directs the Occupational Safety and Health Administration (OSHA) to issue an Emergency Temporary Standard (ETS) within seven days that requires health care facilities and emergency responders to **implement protections for health care workers** from COVID-19.
  - Requires OSHA state plans to adopt an ETS within 14 days.
  - The ETS covers public employees in health care settings, in the 24 states where their workplaces are currently not covered by OSHA.
  - Requires OSHA to issue a comprehensive Permanent Infectious Disease standard within two years.
  - Allows OSHA to exercise discretion in enforcement under the ETS, if it determines that it is not feasible for an employer to comply with requirements for personal protective or other equipment due to equipment shortages, as long as the employer makes a good-faith effort to comply and implements alternative measures to protect employees

### **The *Take Responsibility for Workers and Families Act* significantly expands the share of U.S. workers with access to emergency paid sick leave and paid family and medical leave.**

- Eliminates the exemptions for paid sick leave and family and medical leave in the *Families First Coronavirus Response Act* to **dramatically expand the share of U.S. workers who can take time off to care for themselves or their families.**
  - Ensures that workers, regardless of employer size or occupation, are eligible for two weeks of emergency paid sick leave and 10 weeks of paid family and medical leave.
  - Expands the uses for paid family and medical leave so workers can take time off to:
    - Self-quarantine;
    - Care for a family member who is quarantined;
    - Care for a child whose school has closed or child care provider is unavailable due to COVID-19; or,
    - Care for a family member who is an individual with a disability or senior citizen whose place of care or direct care provider is unavailable due to COVID-19.
  - Ensures that workers taking paid family and medical leave receive at least two-thirds of their typical pay (up to \$200 per day) while on leave.
  - Ensures that workers taking paid sick leave receive full wage replacement (up to \$511 per day) while on leave.

**The *Take Responsibility for Workers and Families Act* protects retirement security for retirees facing deep and painful pension cuts.**

- Incorporates the *Butch Lewis Act*, which **fully protects workers and retirees' hard-earned pensions** and prevents the multiemployer system from collapsing, which will save taxpayers tens of billions of dollars.

**The *Take Responsibility for Workers and Families Act* invests in workforce training programs to help workers recover from the economic disruption caused by the coronavirus crisis.**

- **Gives state and local workforce systems new funding and new flexibility** to support workers and employers impacted by the COVID-19 national emergency