

## H.R. 6201: Families First Coronavirus Response Act

H.R. 6201—which passed the House 363-to-40—delivers on the President’s plan to provide strong health and economic support to people most impacted by the virus—particularly hardworking, blue-collar Americans that may not have paid leave today.

- 1) To protect the health of our citizens, we are delivering on our commitment to ensure testing is available for all Americans who should be tested.
- 2) No one should have to choose between a paycheck and protecting their health or the public health. Small businesses are facing unprecedented disruptions to their workforce as a result of the outbreak. That is why we have established tax credits to provide paid sick and family leave for COVID-19-related employment interruptions.

<b>Paid Sick Leave (Self)</b>	<b>Paid Sick Leave (Caregiver)</b>	<b>Paid Family Leave</b>
<ul style="list-style-type: none"> <li>• 100% of wages, up to \$511/day</li> <li>• 80 hours for FTEs</li> <li>• Part-time employee leave is calculated based on recent work history</li> </ul>	<ul style="list-style-type: none"> <li>• 67% of wages, up to \$200/day</li> <li>• 10 days</li> <li>• Part-time employee leave is calculated based on recent work history</li> </ul>	<ul style="list-style-type: none"> <li>• Applies if school or if child care closes or is unavailable</li> <li>• 67% of wages, up to \$200/day for FTEs</li> <li>• Max pay: \$10,000</li> <li>• Max days: 12 weeks, including any sick leave</li> </ul>

- 3) The dollar-for-dollar credit will enable employees to receive paid sick leave and family leave related to COVID-19 directly from their employer.
- 4) Importantly, this is done by partnering with American businesses, rather than imposing an unfunded mandate on them. Eligible employers will receive a dollar-for-dollar credit for the paid leave that they provide under this program.
- 5) The Administration negotiated a key provision into the bill to ensure regulatory flexibility exists, including specific authority to provide businesses with less than 50 employees an exemption from the sick leave and family leave provisions where those requirements may create serious financial hardship.
- 6) To protect businesses concerned about cash flow, the Treasury will use its regulatory authority to allow businesses to utilize employment tax withholdings to pay sick leave wages. In the event that such withholdings are insufficient, the Treasury will implement a system to accelerate payment of credits to cover such costs.
- 7) The paid leave program will support Americans who have been diagnosed with COVID-19, are under quarantine or isolation, or are experiencing symptoms and seeking diagnosis, among other circumstances. It also will provide coverage for qualifying workers who need to stay home to care for a loved one impacted by the virus or to take care of a child during a temporary school or day care closure due to the virus.
- 8) This package also includes additional COVID-19-related healthcare for our military, seniors, veterans, and Native Americans; flexibility to cover impacted school lunch programs; and incentives for States to ease access to unemployment benefits.