

# Working Families Need the PAID Leave Act!

Many CWA members and millions of workers across the country have little or no paid sick leave or paid family and medical leave. The COVID-19 crisis makes very clear why this is such a big problem--workers who are sick or have family members who are could put their entire workplaces at risk if they come to work, yet they may have no choice but to do so if they don't have paid leave.

**All workers deserve to have paid leave!** Adopting universal paid leave would help workers and their families and help combat the COVID-19 crisis.

Congress recently passed the *Families First Coronavirus Response Act* to begin addressing this problem. The bill, as introduced by Rep. Nita Lowey and House Democrats, would have provided emergency paid leave for all workers, but unfortunately the bill was weakened due to demands from Senate Republicans and the White House. The final bill provides workers for both private and public sector employers with 10 days of emergency sick leave and 12 weeks of emergency care for children whose schools or care centers are closed--but only applies to companies with less than 500 employees, and creates an exemption process for companies with less than 50 employees.

To fix this problem, it's time for Congress to pass *S. 3513, the Providing Americans Insured Days of Leave Act (PAID Leave Act)*! The PAID Leave Act closes loopholes in the Families First Coronavirus bill that left out millions of workers. The bill would guarantee emergency paid sick leave to all American workers and independent contractors during the coronavirus pandemic as well as ensuring that Americans can accrue up to seven paid sick days after the crisis is over. Specifically, for all employees and contractors, the PAID Leave Act:

- Provides 14 emergency fully-paid sick days in the event of a public health emergency, including the current coronavirus crisis, reimbursed in full by the federal government;
- Provides workers with 12 weeks emergency paid family and medical leave, fully reimbursed by the federal government, at  $\frac{2}{3}$  wage replacement;
- Permanently ensures workers can accrue 7 paid sick days;
- Enacts a permanent paid family and medical leave program.

**It's time for Congress to support workers and pass the PAID Leave Act!**

The logo for the Congress of Industrial Organizations (CWA) features the letters "CWA" in a large, bold, red, sans-serif font. A thick red horizontal line is positioned directly beneath the letters.