

S 3415

Paid Sick Days for Public Health Emergencies and Personal and Family Care Act

Congress: 116 (2019–2021, Ended)

Chamber: Senate

Policy Area: Labor and Employment

Introduced: Mar 5, 2020

Current Status: Read twice and referred to the Committee on Health, Education, Labor, and Pensions.

Latest Action: Read twice and referred to the Committee on Health, Education, Labor, and Pensions. (Mar 5, 2020)

Official Text: <https://www.congress.gov/bill/116th-congress/senate-bill/3415>

Sponsor

Name: Sen. Murray, Patty [D-WA]

Party: Democratic • **State:** WA • **Chamber:** Senate

Cosponsors (24 total)

Cosponsor	Party / State	Role	Date Joined
Sen. Brown, Sherrod [D-OH]	D · OH		Mar 5, 2020
Sen. Durbin, Richard J. [D-IL]	D · IL		Mar 5, 2020
Sen. Heinrich, Martin [D-NM]	D · NM		Mar 5, 2020
Sen. Schumer, Charles E. [D-NY]	D · NY		Mar 5, 2020
Sen. Van Hollen, Chris [D-MD]	D · MD		Mar 5, 2020
Sen. Booker, Cory A. [D-NJ]	D · NJ		Mar 9, 2020
Sen. Duckworth, Tammy [D-IL]	D · IL		Mar 9, 2020
Sen. Gillibrand, Kirsten E. [D-NY]	D · NY		Mar 9, 2020
Sen. Harris, Kamala D. [D-CA]	D · CA		Mar 9, 2020
Sen. Kaine, Tim [D-VA]	D · VA		Mar 9, 2020
Sen. Markey, Edward J. [D-MA]	D · MA		Mar 9, 2020
Sen. Warren, Elizabeth [D-MA]	D · MA		Mar 9, 2020
Sen. Baldwin, Tammy [D-WI]	D · WI		Mar 10, 2020
Sen. Cardin, Benjamin L. [D-MD]	D · MD		Mar 10, 2020
Sen. Hirono, Mazie K. [D-HI]	D · HI		Mar 10, 2020
Sen. Murphy, Christopher [D-CT]	D · CT		Mar 10, 2020
Sen. Reed, Jack [D-RI]	D · RI		Mar 10, 2020
Sen. Sanders, Bernard [I-VT]	I · VT		Mar 10, 2020
Sen. Stabenow, Debbie [D-MI]	D · MI		Mar 10, 2020
Sen. Whitehouse, Sheldon [D-RI]	D · RI		Mar 10, 2020
Sen. Wyden, Ron [D-OR]	D · OR		Mar 10, 2020
Sen. Blumenthal, Richard [D-CT]	D · CT		Mar 11, 2020
Sen. Casey, Robert P., Jr. [D-PA]	D · PA		Mar 11, 2020
Sen. Warner, Mark R. [D-VA]	D · VA		Mar 11, 2020

Committee Activity

Committee	Chamber	Activity	Date
Health, Education, Labor, and Pensions Committee	Senate	Referred To	Mar 5, 2020

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

Bill	Relationship	Last Action
116 HR 6442	Related bill	Apr 3, 2020: Referred to the Committee on Education and Labor, and in addition to the Committees on Ways and Means, Oversight and Reform, House Administration, and the Judiciary, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned.
116 HR 6201	Related bill	Mar 19, 2020: Engrossment Correction
116 S 3513	Related bill	Mar 17, 2020: Read twice and referred to the Committee on Finance.
116 HR 6150	Identical bill	Mar 9, 2020: Referred to the Committee on Education and Labor, and in addition to the Committees on House Administration, Oversight and Reform, and the Judiciary, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned.
116 HR 1784	Related bill	Mar 14, 2019: Referred to the Committee on Education and Labor, and in addition to the Committees on House Administration, and Oversight and Reform, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned.
116 S 840	Related bill	Mar 14, 2019: Read twice and referred to the Committee on Health, Education, Labor, and Pensions.

Summary (as of Mar 5, 2020)

Paid Sick Days for Public Health Emergencies and Personal and Family Care Act

This bill expands the availability of paid sick time by requiring employers with at least one employee to provide a minimum amount of accrued paid sick time per work week and additional paid sick time in the event of a public-health emergency such as the coronavirus (i.e., the virus that causes COVID-19).

Specifically, the bill requires employers to grant at least 1 hour of accrued paid sick time to each employee for every 30 hours worked, up to a minimum of 56 hours, or 7 days, of paid sick time per year. Accrued paid sick time may be used for, among other reasons, an absence from work that is taken (1) due to a medical condition or illness or for the diagnosis, care, or prevention thereof; (2) to care for a child, spouse, domestic partner, parent, or other close relative with a medical condition or illness, or for the diagnosis or prevention thereof; (3) during a public-health emergency when the employee's workplace has been closed or the employee has been exposed to a communicable disease and may pose a risk to others; or (4) to care for a child or close relative during such public-health emergency, if such relative has been exposed to a communicable disease or the child's school has been closed.

Further, employees are immediately entitled to up to 14 days of additional paid sick time if a public-health emergency is declared. This additional paid sick time may be used during the public-health emergency for the same purposes as accrued paid sick time.

Actions Timeline

- **Mar 5, 2020:** Introduced in Senate
- **Mar 5, 2020:** Read twice and referred to the Committee on Health, Education, Labor, and Pensions.