

## S 3491

Job Protection for Quarantined Individuals Act of 2020

**Congress:** 116 (2019–2021, Ended)

**Chamber:** Senate

**Policy Area:** Labor and Employment

**Introduced:** Mar 12, 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 12, 2020)

**Official Text:** <https://www.congress.gov/bill/116th-congress/senate-bill/3491>

### Sponsor

**Name:** Sen. Smith, Tina [D-MN]

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

### Cosponsors (8 total)

Cosponsor	Party / State	Role	Date Joined
Sen. Bennet, Michael F. [D-CO]	D · CO		Mar 12, 2020
Sen. Casey, Robert P., Jr. [D-PA]	D · PA		Mar 12, 2020
Sen. Feinstein, Dianne [D-CA]	D · CA		Mar 12, 2020
Sen. Gillibrand, Kirsten E. [D-NY]	D · NY		Mar 12, 2020
Sen. Kaine, Tim [D-VA]	D · VA		Mar 12, 2020
Sen. Klobuchar, Amy [D-MN]	D · MN		Mar 12, 2020
Sen. Sanders, Bernard [I-VT]	I · VT		Mar 12, 2020
Sen. Van Hollen, Chris [D-MD]	D · MD		Mar 12, 2020

### Committee Activity

Committee	Chamber	Activity	Date
Health, Education, Labor, and Pensions Committee	Senate	Referred To	Mar 12, 2020

### Subjects & Policy Tags

**Policy Area:**

Labor and Employment

### Related Bills

*No related bills are listed.*

## **Job Protection for Quarantined Individuals Act of 2020**

This bill prohibits employers from taking adverse actions (e.g., terminating, disciplining, threatening, or penalizing) against employees who are unable to work because the employee is or has been (1) quarantined, (2) in isolation, or (3) caring for a family member in isolation or quarantine. Such isolation or quarantine may be due to (1) a regulation by the Office of the Surgeon General concerning the spread of a communicable disease; (2) an order by a state, local, or tribal government; (3) a written recommendation by such government; or (4) voluntary health monitoring pursuant to guidance issued by the Centers for Disease Control and Prevention or other applicable public health agency.

Employees may enforce this prohibition through civil claims to recover damages and reinstatement of employment, if appropriate. The Department of Labor also may conduct administrative actions and file civil claims on behalf of employees.

## **Actions Timeline**

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- **Mar 12, 2020:** Introduced in Senate
- **Mar 12, 2020:** Read twice and referred to the Committee on Health, Education, Labor, and Pensions.