



Comparison of H.R. 6201, before and after Technical Amendments

MARCH 2020

H.R. 6201 as Passed 3/13/2020		H.R. 6201 with Technical Amendments
Paid Sick Leave		
Length of Leave	<ul style="list-style-type: none"> • 10 days (2 work weeks) for emergency leave, or the equivalent of 2 weeks of leave for part-time workers, that can be used immediately • No permanent accrued leave 	<ul style="list-style-type: none"> • Unchanged
Uses for Emergency Leave	<ul style="list-style-type: none"> • Self-isolation because of a diagnosis of COVID-19, to obtain a medical diagnosis if one is experiencing symptoms, and to obtain preventive care • To comply with a recommendation or order from a public official or health care provider on the basis that the physical presence of the employee on the job would jeopardize the health of others because of the exposure of the employee to coronavirus or exhibition of symptoms of COVID-19 by the employee • To care for a family member for the same reasons described above • To care for a child whose school or place of care has been closed, or the child care provider is unavailable, due to a public health emergency 	<ul style="list-style-type: none"> • Added a requirement that an employee must be unable to work or telework • Removed self-isolation based on experiencing symptoms – one must be directly seeking a diagnosis • Added “if one is experiencing any other substantially similar condition specified by the Secretary of Health and Human Services in consultation with the Secretary of the Treasury and the Secretary of Labor”
Definition of Family	<ul style="list-style-type: none"> • Child, parent, spouse, or domestic partner • Sibling, employee’s next of kin, person for whom the worker is next of kin, grandparent, or grandchild ONLY if that person is a pregnant woman, senior citizen, individual with a disability or has access or functional needs 	<ul style="list-style-type: none"> • Removed family definition, instead allows people to care for an “individual”

H.R. 6201 as Passed 3/13/2020		H.R. 6201 with Technical Amendments
Employer Requirements	<ul style="list-style-type: none"> • Applies to employers with fewer than 500 employees • Self-employed individuals (including sole proprietors and independent contractors) who pay self-employment taxes can claim refundable tax credits 	<ul style="list-style-type: none"> • Added a provision allowing employers with fewer than 50 employees to seek a hardship exemption from DOL • Added a provision allowing exemptions for health care providers and emergency responders
Wages	<ul style="list-style-type: none"> • Fully paid for personal care • 2/3 wage replacement for family care or to care for a child whose school or care provider has closed 	<ul style="list-style-type: none"> • Added a cap on payment for personal care of \$511 per day and \$5,110 total • Added a cap on family care of \$200 per day and \$2,000 total
Sunset	<ul style="list-style-type: none"> • December 31, 2020 	<ul style="list-style-type: none"> • Unchanged
Funding Mechanism	<ul style="list-style-type: none"> • All qualified employers can receive refundable tax credits against payroll taxes (or against income taxes for self-employed individuals) for 100% of wages paid for emergency leave, up to caps of \$511 per employee per day for personal care, and \$200 per employee per day for family care 	<ul style="list-style-type: none"> • Unchanged
Paid Family and Medical Leave		
Length of Leave	<ul style="list-style-type: none"> • Up to 90 days (12 weeks) 	<ul style="list-style-type: none"> • Unchanged
Uses for Emergency Leave	<ul style="list-style-type: none"> • Exposure to coronavirus or symptoms of COVID-19 and unable to work • To care for a family member with the conditions above • To care for a son or daughter under 18 whose school or place of care is closed, or their child care provider is unavailable because of a public health emergency 	<ul style="list-style-type: none"> • Removed all purposes except to care for a son or daughter under 18 whose school or place of care is closed, or their child care provider is unavailable because of a public health emergency • Added the condition that one must be unable to work or telework
Definition of Family	<ul style="list-style-type: none"> • Child, parent, spouse, or domestic partner • Sibling, employee's next of kin, person for whom the worker is next of kin, grandparent, or grandchild ONLY if that person is a pregnant woman, senior citizen, individual with a disability or has access or functional needs 	<ul style="list-style-type: none"> • No longer relevant because this section only applies to caring for a minor son or daughter

	H.R. 6201 as Passed 3/13/2020	H.R. 6201 with Technical Amendments
Wages	<ul style="list-style-type: none"> • 2/3 wage replacement, except the first 14 days are unpaid (but can be substituted with paid sick leave) 	<ul style="list-style-type: none"> • Amended the first 14 days of unpaid leave to 10 days, to match the number of paid sick days available • Capped payments at \$200 per day and \$10,000 in the aggregate
Eligibility Requirements	<ul style="list-style-type: none"> • Have worked at an employer for 30 days 	<ul style="list-style-type: none"> • Unchanged
Employer Requirements	<ul style="list-style-type: none"> • Applies to employers with 500 or fewer employees • Allows employers with 50 or fewer employees to seek a hardship exemption from DOL • Allows employers with fewer than 25 employees to refuse reinstatement of an employee to work if the position no longer exists after the leave because of the public health emergency, and the employer takes reasonable efforts to restore the employee to an equivalent position • Self-employed individuals (including sole proprietors and independent contractors) who pay self-employment taxes can claim refundable tax credits 	<ul style="list-style-type: none"> • Added a provision allowing exemptions for health care providers and emergency responders
Funding Mechanism	<ul style="list-style-type: none"> • All qualified employers can receive refundable tax credits against payroll taxes (or against income taxes for self-employed individuals) up to \$200 per employee per day, and in the aggregate with respect to all calendar quarters, \$10,000 	<ul style="list-style-type: none"> • Unchanged
Sunset	<ul style="list-style-type: none"> • December 31, 2020 	<ul style="list-style-type: none"> • Unchanged

The National Partnership for Women & Families is a nonprofit, nonpartisan advocacy group dedicated to promoting fairness in the workplace, reproductive health and rights, access to quality, affordable health care and policies that help all people meet the dual demands of work and family. More information is available at NationalPartnership.org.

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