

ROC UNITED RECOMMENDATIONS:

To resolve the gaps in several provisions, ROC United is making the following urgent requests to be included in the Fourth Stimulus Package:

- Eliminate the 500 or more employees threshold for paid sick days and paid leave, so it applies to all workers. Also, eliminate the ability of DOL and OMB to grant exemptions for businesses with fewer than 50 employees, so that more workers will be covered.
- Expand the One-Time Cash Payment to undocumented immigrants or all that have no Social Security Number. Loosen Unemployment Insurance (UI) requirements, especially for undocumented restaurant and service workers.
- Require OSHA to issue an immediate (and subsequently a permanent) temporary emergency standard on COVID-19 response, and provide additional resources and mandate for enforcement, to include ensuring employers provide training and Personal Protective Equipment for frontline workers in the retail and hospitality sectors.
- Expand the purposes for taking paid sick days to include care for yourself or your family member, including an adult child with disability, and for experiencing symptoms of COVID-19 (in addition to the existing purposes of caring for yourself or a family member if you are diagnosed with or seeking a diagnosis of COVID-19, or if you are caring for a child whose school has closed).
- Require a national moratorium on evictions and utility shutoffs, so that workers hit by this crisis will not also have to worry about losing their homes and basic services in a time of extreme vulnerability.
- Expand Food assistance, including additional funds and reducing red tape for accessing Supplemental Nutrition Assistance Program (SNAP) including eliminating public charge provisions, Women Infants and Children (WIC) and other federal food benefits.
- Expand the purposes for taking paid sick days to include care for yourself or your family member, including an adult child with disability, and for experiencing symptoms of COVID-19 (in addition to the existing purposes of caring for yourself or a family member if you are diagnosed with or seeking a diagnosis of COVID-19, or if you are caring for a child whose school has closed)
- Require a national moratorium on evictions and utility shutoffs, so that workers hit by this crisis will not also have to worry about losing their homes and basic services in a time of extreme vulnerability
- Expand Food assistance, including additional funds and reducing red tape for accessing Supplemental Nutrition Assistance Program (SNAP) including eliminating public charge provisions, Women Infants and Children (WIC) and other federal food benefits.

- Expand the purposes for taking paid family and medical leave to include care for yourself or your family member, including an adult child with disability, and for experiencing symptoms of COVID-19 (in addition to the existing purposes of caring for yourself or a family member if you are diagnosed with or seeking a diagnosis of COVID-19, or if you are caring for a child whose school has closed)
- Expand the One-Time Cash Payment to undocumented immigrants or all that have no Social Security Number. Loosen Unemployment Insurance (UI) requirements, especially for undocumented restaurant and service workers.
- Require full wage replacement for paid sick days for family care, up to the same caps as personal care (\$511 per day and \$5110 in the aggregate), and increase the reimbursable amounts to match these caps
- Broadly define “family” to include parents (including step-parent, parent-in-law, parent of a domestic partner, and legal guardian or other person who stood in loco parentis to an employee when the employee was a child), spouse, sibling, next of kin, child, grandparent, grandchild, and domestic partner
- Change sunset date from December 31, 2020 to December 31, 2021
- Direct cash payments to all individuals in the United States in order to make the process as quick and efficient as possible, given the unavoidable delays to be expected in any government bureaucracy
- Expand childcare assistance both to families and to providers. Childcare challenges due to the virus are currently felt most acutely by women, who make up the bulk of health care workers and low-wage service workers whose workplaces are still operating. In addition, childcare providers need rapid and flexible financial assistance to offset closures, subsidize tuition at no cost to providers, and ensure health and safety training at these facilities
- Require a national moratorium on evictions and utility shutoffs, so that workers hit by this crisis will not also have to worry about losing their homes and basic services in a time of extreme vulnerability
- Expand Food assistance, including additional funds and reducing red tape for accessing Supplemental Nutrition Assistance Program (SNAP) including eliminating public charge provisions, Women Infants and Children (WIC) and other federal food benefits
- Require OSHA to issue an immediate (and subsequently a permanent) temporary emergency standard on COVID-19 response, and provide additional resources and mandate for enforcement, to include ensuring employers provide training and Personal Protective Equipment for frontline workers in the retail and hospitality sectors
- Add a provision clarifying that employees who were laid off by their employer since March 1 and have since been rehired are eligible for the paid leave provisions, as long as they previously worked at their employer for 30 days

- Allow employers and self-employed individuals to receive an advance tax credit from Treasury instead of having to wait to be reimbursed for the cost of providing paid sick days and paid leave