

# AFL-CIO

AMERICA'S UNIONS

## COMPARISON OF AMERICA'S FIVE ECONOMIC ESSENTIALS AND THE HEROES ACT

### AMERICA'S FIVE ECONOMIC ESSENTIALS

### HEROES ACT

Keep America Healthy: Protect and Expand Health Insurance for All Americans

Access to medical testing and treatment for all workers.

Ensures free COVID-19 treatment by eliminating cost-sharing under Medicaid, Medicare, group and individual private health insurance, the military's health care program Tricare, Federal Employees Health Benefits Program, and the VA system.

100% federal payment support for COBRA extensions.

Includes \$75 billion in grants to state and local health departments for testing, contact tracing and isolation.

Provides a 100% COBRA subsidy through Jan. 31, 2021.

No surprise medical bills.

No provision.

Assure the financial solvency of hospitals, including community hospitals.

Includes \$100 billion in grants to hospitals and health care providers for expenses and lost revenue directly related to COVID-19, and increases Medicaid disproportionate share hospital funding.

## Keep Front-Line Workers Safe and Secure

Safety protections on the job (including personal protective equipment [PPE], training, anti-retaliation protection, paid sick leave and hazard pay) for all essential workers (including health care, grocery, transportation, public service, public and higher education, U.S. Postal Service (USPS), emergency response, construction, manufacturing, energy, utilities, broadcast news), along with treatment and pay befitting essential workers.

Requires the president to appoint a medical supplies response coordinator to serve as a point of contact for medical supplies, including PPE.

Requires the Department of Transportation to develop a national aviation preparedness plan for communicable disease outbreaks; requires use of face masks by passengers and crew during flights and boarding; requires carriers to provide PPE; and requires cleaning of aircraft compliant with the Centers for Disease Control and Prevention guidelines.

Prohibits employers from retaliating against workers who report infectious disease control problems or wear their own PPE if not provided by their employers.

Entitles all employees to two weeks of emergency paid sick days in addition to any existing paid leave through Dec. 31, 2021, and eliminates the exemption for large employers.

Includes a \$200 billion “Heroes Fund” to provide an additional \$13 per hour in hazard pay for 33 categories of essential workers.

Mandate that the Occupational Safety and Health Administration (OSHA) issue a temporary emergency workplace infectious disease standard to protect workers.

Requires OSHA to issue an emergency temporary standard on infectious disease within seven days and a permanent standard within 24 months.

Mandate that the Mine Safety and Health Administration issue a temporary emergency standard to protect workers from infectious disease.

No provision.

Use the Defense Production Act (DPA) to ensure production of PPE and other medical supplies for the duration of the COVID-19 health crisis.

Includes provisions for public disclosure of supply and disposition of tests, PPE and medicines, and mandatory stakeholder consultation with unions, under the DPA.

## Keep Workers Employed and Protect Earned Pensions

The Paycheck Protection Program (PPP) must pay workers, not be used to pay back debts to big banks or private equity.

Includes several provisions to help ensure PPP reaches underserved communities.

Makes 501(c)(5)s eligible for PPP loans and treats local media outlets as separate entities so they can qualify for PPP loans.

Ensure that millions more workers are paid throughout the crisis by making support for employers that keep workers on payroll simpler, faster and more universal.

Expands the refundable employee retention tax credit to cover 80% of up to \$15,000 in wages and health care costs per quarter.

Adopt meaningful proposals advanced by the labor movement to ensure that hard-earned pension benefits for millions of private-sector workers and their families are secure.

Includes proposals supported by the labor movement for multiemployer and single-employer pension plan funding relief.

Extend direct financial support for all workers' housing, including renters and homeowners.

Includes \$100 billion in emergency assistance for low-income renters and \$75 billion in grants to states to address the needs of struggling homeowners.

## Keep State and Local Governments, Public Schools, and the USPS Solvent and Working

Substantial investment in unrestricted aid to state and local governments.

Includes \$540 billion for state governments, territories and tribes and \$375 billion for local governments.

Substantial investment in unrestricted aid to school districts, colleges and universities.

Includes \$90 billion for state fiscal stabilization grants to states to support elementary and secondary schools and public postsecondary institutions and \$10 billion in relief for colleges and students.

Substantial investment in unrestricted aid to the USPS.

Includes \$25 billion for the USPS to compensate for foregone revenue and repeals restrictions on \$10 billion in borrowing authority provided in the CARES Act.

Greater federal assistance for Medicaid.

Financial support throughout this public health and economic emergency for essential workers, defined to include nurses, food service personnel, teachers, postal workers, child and home care workers, transit workers, telecom workers, and other workers.

- Increases federal Medicaid matching rate (FMAP) by 14% through June 30, 2021.

- Includes \$850 million in funding to states for family and child care for essential workers, defined to include health care workers, emergency response workers, sanitation workers, workers at businesses ordered to stay open, and other workers who cannot telework or whom state or local governments deem essential.

### Keep America Competitive: Hire People to Build Infrastructure

Provide good jobs and strengthen our country's workforce by making long overdue investments in a key pillar of our economy—infrastructure.

- Includes \$15 billion in highway grants.

- Includes \$15.75 billion for transit emergency relief, requiring funding to be directed first to payroll and service.