



Labor and Workforce

Paid Leave: The measure would provide as many as four weeks of paid leave for the birth or adoption of a child, to care for a family member with a serious health condition, or for an employee's own serious health condition that prevents them from working. Eligible workers would be entitled to the benefit within a one-year period, starting in 2024.

The benefit amount would be tied to an individual's average weekly earnings and hours. The rates would be about 90% of the first \$15,080 in annualized earnings, 73% for annualized earnings of as much as \$34,248, and 53% for annualized earnings of as much as \$62,000. The amounts would be indexed to wage growth.

States with preexisting paid leave programs would receive grants to cover the equivalent costs of the benefits, and employers would receive grants to cover 90% of their paid leave benefits for as many as four weeks. Those who receive paid leave from an employer or a state program wouldn't be eligible for the separate federal benefit.

The measure would provide such sums as may be necessary to pay benefits and grants. The Social Security Administration would receive \$1.5 billion in fiscal 2022 and \$1.59 billion annually after that, indexed to wage growth, for program administration.

Workforce Support: The measure would provide funding for several workforce development initiatives at the Labor and Education departments, including:

- \$4.9 billion for grants to community colleges and vocational institutions to expand employment and training activities for high-skill, high-wage, or in-demand jobs.
- \$4.6 billion for grants to industry partnerships, including employers and education and training providers, to expand employment and apprenticeship programs in high-skill, high-wage, or in-demand jobs.
- \$2 billion for dislocated worker grants under the Workforce Innovation and Opportunity Act (WIOA).

- \$1.9 billion for worker protection agencies at the Labor Department (DOL), including \$707 million for the Occupational Safety and Health Administration to carry out enforcement and standards development.
- \$1.5 billion for WIOA state grants for youth workforce investment activities and \$1 billion for adult worker employment and training activities.
- \$1 billion for grants to support the direct care workforce through competitive wages, child care, and training.

The measure also would provide \$270 million for DOL to award formula grants to eligible states to support employers in paying workers with disabilities at least the state minimum wage or the prevailing wage under federal law. Currently, employers who hold “special certificates” can pay those workers subminimum wages.

Labor Violations: The measure would address civil penalties for various labor violations, including:

- Authorizing penalties for employers that commit unfair labor practices under the National Labor Relations Act.
- Authorizing penalties for health insurer violations of the federal mental health parity law, which prohibits health plans from imposing limits on mental health benefits that are less favorable than limits on medical benefits.
- Increasing penalties for violations related to workplace safety, child labor, and minimum wage.

Volunteer and Service Organizations: The package would provide \$6.92 billion to support climate resilience and mitigation projects funded by the Corporation for National and Community Service. The Labor Department would receive \$4.28 billion for employment and training activities in jobs related to climate resilience and mitigation

The measure would provide another \$3.2 billion for grants to increase the living allowances and improve benefits for AmeriCorps participants. An additional \$600 million would similarly go to the Volunteers in Service to America program, and \$400 million would go to grants for similar state-run programs.