



An Essential Workers Bill of Rights, proposed by US Senator Elizabeth Warren (D-MA) and Representative Ro Khanna (D-CA) would include the following; National COSH believes these provisions should apply to all, including gig and undocumented workers:

1. Health and safety protections.

Employers must provide all workers with safe workplaces; provide all necessary personal protective equipment at no cost; notify workers if someone on the job may have COVID-19, and take action to address safety. The Occupational Safety and Health Administration (OSHA) should immediately issue an Emergency Temporary Standard on COVID-19 to protect workers.

2. Robust premium compensation.

Employers should provide a living, saving wage to all workers. Premium pay is needed for essential workers to provide meaningful compensation for low-wage workers (without removing eligibility for government assistance programs).

3. Protections for collective bargaining agreements.

Employers must not use this crisis to change or dissolve unionized workers' collective bargaining agreements, including during bankruptcy proceedings. Workers' rights to vote in a fair, safe manner for union representation in a National Labor Relations Board election must also be protected.

4. Truly universal paid sick leave and family and medical leave.

Congress must pass the *PAID Leave Act*, providing 14 days of paid sick leave and 12 weeks of paid family and medical leave, for essential workers to care for themselves and their families.

5. Protections for whistleblowers.

Workers who witness unsafe conditions or know about workplace coronavirus exposure must be able to report their concerns and have them addressed, without fear of retaliation.

6. An end to worker misclassification.

Congress should crack down on employers who misclassify workers as "independent contractors" to avoid providing the benefits and protections available to employees.

7. Health care security.

All essential workers including the uninsured or under-insured should get the care they need, regardless of their immigration status. Public programs should be used to provide no-cost health care coverage for all. Congress should federally subsidize fifteen months of COBRA for employees who lose eligibility for health care coverage.

8. Support for child care.

Congress must provide funding for child care providers and ensure essential workers' access to reliable, safe, healthy, and high-quality child care.

9. Treat workers as experts.

The government, working with employers and workers, should set safety and compensation standards. Bring essential workers, their unions and organizations to the table to determine safety protocols and PPE distribution. Include seats for them on the White House Coronavirus Task Force.

10. Hold corporations accountable for meeting their responsibilities.

Congress should ensure taxpayer dollars for corporations go to helping workers, not CEOs, shareholders, or the President's buddies. Require companies to fund payroll retention, put workers on boards of directors, and remain neutral in union organizing drives. Require CEOs to personally certify compliance with worker protections, and face civil and criminal penalties if they break their word. Ensure that employers can't fire or furlough workers or reduce their hours or benefits to access tax credits or avoid worker protection requirements.