

THE SAFE TO WORK ACT

*Safeguarding America's Frontline Employees
To Offer Work Opportunities Required to Kickstart the economy*

Protections for Schools, Colleges, Charities, and Businesses

Provides temporary protection from the trial bar for schools, colleges, charities, and businesses that follow public-health guidelines, and for frontline medical workers

- Creates an exclusive federal cause of action for personal injuries arising from coronavirus exposure allegedly caused at a school, college, charity, church, association, government agency, or business.
- Defendants are liable only if they failed to make reasonable efforts to follow applicable public-health guidelines and committed an act of gross negligence or intentional misconduct.
- Imposes procedural rules, including concurrent federal jurisdiction, over all claims covered by the statute, heightened pleading standards, a clear-and-convincing-evidence burden of proof, class action disclosures and damages caps.
- Cause of action and procedural rules sunset the later of the end of the COVID-19 PREP Act Declaration or October 1, 2024.

Provides temporary protections from the trial bar for frontline healthcare workers

- Creates an exclusive federal cause of action for medical liability claims arising out of the provision of care for coronavirus, or services provided as a result of coronavirus, by licensed healthcare facilities and healthcare workers, including doctors, nurses, and volunteers.
- Limits liability only to gross negligence and willful misconduct.
- Imposes procedural rules, including concurrent federal jurisdiction, over all claims covered by the statute, heightened pleading standards, a clear-and-convincing-evidence burden of proof, and damages caps.
- Cause of action and procedural rules sunset the later of the end of the COVID-19 PREP Act Declaration or October 1, 2024.

Provides protection from federal labor and employment laws for employers who follow public health guidelines

- Protects employers from liability and from agency investigation under federal labor and employment laws for actions taken to comply with stay-at-home orders and other public-health guidance.

- Protects employers from liability for injuries arising from workplace coronavirus testing.
- Provides that a business who provides training, PPE, or other assistance to an independent contractor or to a franchisee's employee does not convert the independent contractor or franchisee's employee into the employee of the person providing the training, PPE, or other assistance.
- Amends the WARN Act of 1988 to provide employers flexibility in light of the sudden economic dislocation caused by the coronavirus.

Updates to the PREP Act

- Limits liability for new products, such as types of PPE, if they meet certain FDA requirements.
- Clarifies liability protections based on methods of distribution of covered countermeasures.