

health crisis. I urge my colleagues to join me in supporting additional federal assistance to fight this pandemic and protecting our communities of color.

Mr. CARSON of Indiana. Mr. Speaker, I rise today in support of the Tri-Caucus' Special Order to highlight the disproportionate impact of COVID-19 on communities of color. Our nation is currently overwhelmed by unprecedented numbers of COVID-19 cases, hospitalizations and deaths. After more than eight months of suffering, the COVID-19 pandemic continues to ravage our communities, creating incalculable pain, massive economic disruption, and immense strain on our public health system. As of this moment, more than 246,000 Americans have lost their lives from this deadly disease. More than eleven million have been infected, and nearly 70,000 are currently hospitalized with severe cases of COVID-19. While all Americans are suffering from this pandemic, communities of color are experiencing acute and disproportionate pain.

From the beginning of this pandemic, it was clear that the phrase "when white America catches a cold, Black America gets pneumonia" would be particularly true with COVID-19's devastating consequences. In fact, the COVID-19 pandemic disproportionately harms Black and Brown communities with dramatically unequal infection rates, hospitalizations, and deaths. Specifically, Black people are three times more likely to become infected with COVID-19 than whites. Moreover, Black people die from COVID-19 at around twice the rate of white people. These aren't just statistics. They represent our friends, neighbors, and loved ones. They are people like my cousin who died from COVID-19 earlier this year, and so many others who are no longer with us.

Like past disease outbreaks and natural disasters, the COVID-19 pandemic lays bare the consequences of systemic injustices suffered by communities of color. Institutional racism, compounded by environmental and economic injustices, have resulted in severe health disparities for communities of color which make the COVID-19 pandemic so uniquely devastating. Despite the disproportionate harm the COVID-19 pandemic has caused among communities of color, many states still do not provide transparency regarding racial and ethnic demographic data for COVID-19 cases and deaths. For example, in my state of Indiana, the State only provides an aggregate breakdown of the racial and ethnic demographics for cases and deaths during the entire pandemic. This results in a profoundly incomplete picture of the disproportionate sickness, death, fear and tragedy this virus is inflicting on communities of color.

As Congress considers much-needed, additional measures to combat COVID-19 and provide relief for businesses, hospitals and workers, one thing is clear: Communities of color must receive substantial relief and support that matches the devastation they've suffered from this pandemic. In addition, states and public health departments must provide updated and daily demographic information, including a racial and ethnic breakdown, for the daily numbers of COVID-19 cases and deaths. This data transparency is essential to fully understand how the pandemic is affecting different communities and how we can best

respond. With this data, we can better target our COVID-19 relief funds and support to ensure that communities of color get all the help we need to weather the storm of this pandemic and combat the underlying inequities in our health care system that this pandemic has exacerbated.

I am committed to work with my colleagues on both sides of the aisle to act now and to act boldly to implement a national plan that will save lives from this terrible disease.

LEAVE OF ABSENCE

By unanimous consent, leave of absence was granted to:

Mr. ADERHOLT (at the request of Mr. MCCARTHY) for today and the balance of the week on account of quarantining as precautionary measure as recommended by the Office of Attending Physician.

CERTIFICATION SUBMITTED PURSUANT TO SECTION 5(a) OF HOUSE RESOLUTION 965, 116TH CONGRESS

HOUSE OF REPRESENTATIVES,
COMMITTEE ON HOUSE ADMINISTRATION,
Washington, DC, November 10, 2020.
HON. NANCY PELOSI,
Speaker, of the House of Representatives,
Washington, DC.

DEAR MADAM SPEAKER: Pursuant to section 5(a) of House Resolution 965, following consultation with the Ranking Minority Member, I write to notify you that that operable and secure technology exists to conduct remote voting in the House of Representatives.
Sincerely,

ZOE LOFGREN,
Chairperson.

NOTICE OF PROPOSED RULEMAKING

U.S. CONGRESS,
OFFICE OF CONGRESSIONAL
WORKPLACE RIGHTS,
Washington, DC, November 16, 2020.

HON. NANCY PELOSI,
Speaker of the House, House of Representatives,
Washington, DC.

DEAR MADAM SPEAKER: Section 202(d) of the Congressional Accountability Act (CAA), 2 U.S.C. 1312(d), requires the Board of Directors of the Office of Congressional Workplace Rights ("the Board") to issue regulations implementing Section 202 of the CAA relating to sections 101 through 105 of the Family and Medical Leave Act of 1993 ("FMLA"). 29 U.S.C. 2611 through 2615, made applicable to the legislative branch by the CAA. 2 U.S.C. 1312(a)(1).

Section 304(b)(1) of the CAA, 2 U.S.C. 1384(b)(1), requires that the Board issue a general notice of proposed rulemaking by transmitting "such notice to the Speaker of the House of Representatives and the President Pro Tempore of the Senate for publication in the Congressional Record on the first day of which both Houses are in session following such transmittal."

On behalf of the Board, I am hereby transmitting the attached notice of proposed rulemaking to the Speaker of the House of Representatives. I request that this notice be published in the House section of the Congressional Record on the first day on which

both Houses are in session following receipt of this transmittal. In compliance with Section 304(b)(2) of the CAA, a comment period of 30 days after the publication of this notice of proposed rulemaking is being provided before adoption of the rules.

Any inquiries regarding this notice should be addressed to Susan Tsui Grundmann, Executive Director of the Office of Congressional Workplace Rights, Room LA-200, 110 Second Street, S.E., Washington, D.C. 20540-1999; 202-724-9250.

Sincerely,
BARBARA CHILDS WALLACE,
Chair of the Board of Directors,
Office of Congressional Workplace Rights.

Attachment.

NOTICE OF PROPOSED RULEMAKING FROM THE BOARD OF DIRECTORS OF THE OFFICE OF CONGRESSIONAL WORKPLACE RIGHTS AND REQUEST FOR COMMENTS FROM INTERESTED PARTIES.

MODIFICATIONS TO THE RIGHTS AND PROTECTIONS UNDER THE FAMILY AND MEDICAL LEAVE ACT OF 1993 (FMLA), NOTICE OF PROPOSED RULEMAKING, AS REQUIRED BY 2 U.S.C. 1312, CONGRESSIONAL ACCOUNTABILITY ACT OF 1995, AS AMENDED (CAA).

Background:

The purpose of this Notice is to propose modifications to the existing legislative branch FMLA substantive regulations under section 202 of the CAA (2 U.S.C. 1302 et seq.), which applies the rights and protections of sections 101 through 105 of the FMLA to covered employees. On December 20, 2019, Congress enacted the Federal Employee Paid Leave Act (subtitle A of title LXXVI of division F of the National Defense Authorization Act for Fiscal Year 2020, Public Law 116-92, December 20, 2019) (FEPLA). FEPLA amended the FMLA to allow most civilian Federal employees, including eligible employees in the legislative branch, to substitute up to 12 weeks of paid parental leave (PPL) for unpaid FMLA leave granted in connection with the birth of an employee's son or daughter or for the placement of a son or daughter with an employee for adoption or foster care. These modifications are necessary in order to bring existing legislative branch FMLA regulations (issued April 19, 1996) in line with these recent statutory changes.

What is the authority under the CAA for these proposed substantive regulations?

Section 202(a) of the CAA provides that the rights and protections established by sections 101 through 105 of the FMLA (29 U.S.C. 2611-2615) shall apply to covered employees in the legislative branch. Section 202(d)(1) and (2) of the CAA require that the Office of Congressional Workplace Rights Board of Directors (the Board), pursuant to section 304 of the CAA, issue regulations implementing the rights and protections of the FMLA and that those regulations shall be "the same as substantive regulations promulgated by the Secretary of Labor to implement the statutory provisions referred to in the subsection (a) [of section 202 of the CAA] except insofar as the Board may determine, for good cause shown . . . that a modification of such regulations would be more effective for the implementation of the rights and protections under this section." The modifications to the regulations proposed by the Board herein are on all matters for which section 202 of the CAA requires regulations to be issued.

Are there currently FMLA regulations in effect?

Yes. On January 22, 1996, the OCWR Board adopted and submitted for publication in the Congressional Record the original FMLA final regulations implementing section 202 of the CAA, which applies certain rights and protections of the FMLA. On April 15, 1996, pursuant to section 304(c) of the CAA, the House and the Senate passed resolutions approving the final regulations. Specifically,