

119TH CONGRESS
2D SESSION

S. 4357

To amend the Public Health Service Act to provide for emergency grants to safeguard essential health care workers, and for other purposes.

IN THE SENATE OF THE UNITED STATES

APRIL 21, 2026

Mr. MARKEY introduced the following bill; which was read twice and referred to the Committee on Health, Education, Labor, and Pensions

A BILL

To amend the Public Health Service Act to provide for emergency grants to safeguard essential health care workers, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Hazard Pay for Health
5 Care Heroes Act”.

6 **SEC. 2. SAFEGUARDING ESSENTIAL HEALTH CARE WORK-**
7 **ERS.**

8 The Public Health Service Act is amended by insert-
9 ing after section 319D–1 (42 U.S.C. 247d–4b) the fol-
10 lowing:

1 **“SEC. 319D-2. EMERGENCY GRANTS TO SAFEGUARD ESSEN-**
2 **TIAL HEALTH CARE WORKERS.**

3 “(a) DEFINITIONS.—In this section:

4 “(1) EMERGENCY OR DISASTER.—The term
5 ‘emergency or disaster’ means—

6 “(A) a major disaster declared by the
7 President under section 401 of the Robert T.
8 Stafford Disaster Relief and Emergency Assist-
9 ance Act;

10 “(B) an emergency declared by the Presi-
11 dent under section 501 of the Robert T. Staf-
12 ford Disaster Relief and Emergency Assistance
13 Act;

14 “(C) a national emergency declared by the
15 President under the National Emergencies Act;

16 “(D) a public health emergency declared
17 under section 319; and

18 “(E) a State, local, territorial, or Tribal
19 emergency or disaster, as declared by the appli-
20 cable State, local, territorial, or Tribal govern-
21 ment.

22 “(2) ELIGIBLE HEALTH CARE WORKER.—The
23 term ‘eligible health care worker’ means an essential
24 health care worker whose work cannot be conducted
25 remotely.

1 “(3) ESSENTIAL HEALTH CARE WORKER.—The
2 term ‘essential health care worker’ means—

3 “(A) a health care provider, including a di-
4 rect care worker (as defined in section 799B);

5 “(B) a medical technologist;

6 “(C) a public health worker;

7 “(D) an orderly (as defined in the 2010
8 Standard Occupational Classifications of the
9 Department of Labor under the code for Order-
10 lies (31–1015));

11 “(E) an environmental service, janitorial,
12 or custodial worker in a health care setting; and

13 “(F) any other professional role that the
14 Secretary determines is essential to the care of
15 patients or the maintenance of public health.

16 “(b) GRANTS.—

17 “(1) IN GENERAL.—The Secretary may make
18 grants to public or private nonprofit health care fa-
19 cilities and home health agencies for use in accord-
20 ance with paragraph (2).

21 “(2) USE OF FUNDS.—

22 “(A) HAZARDOUS DUTY COMPENSATION.—

23 “(i) IN GENERAL.—The recipient of a
24 grant under paragraph (1) shall use the
25 grant funds to provide hazardous duty

1 compensation to eligible health care work-
2 ers for work performed during the period
3 of an emergency or disaster in cases in
4 which the Secretary determines that—

5 “(I) the performance of the work
6 by the eligible health care worker for
7 the applicable health care facility or
8 home health agency is hazardous; or

9 “(II) the commute of the eligible
10 health care worker is hazardous.

11 “(ii) REQUIREMENT.—

12 “(I) IN GENERAL.—Subject to
13 subclause (II), the amount of haz-
14 ardous duty compensation under
15 clause (i) shall be not more than \$13
16 per hour, which shall be in addition to
17 the wages or remuneration the eligible
18 health care worker otherwise receives
19 for the work.

20 “(II) MAXIMUM AMOUNT.—The
21 total amount of hazardous duty com-
22 pensation received by any 1 eligible
23 health care worker under this sub-
24 paragraph may not exceed \$25,000
25 per year.

1 “(B) ADDITIONAL USES.—The recipient of
2 a grant under paragraph (1) may use the grant
3 funds to provide safety measures to safeguard
4 and protect eligible health care workers from
5 hazards due to the applicable emergency or dis-
6 aster, including alternative transit options, per-
7 sonal protective equipment, and other safety
8 measures.

9 “(c) AUTHORIZATION OF APPROPRIATIONS.—There
10 are authorized to be appropriated to carry out this section
11 such sums as may be necessary.”.

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