

Pete's policies will:

- Guarantee gig economy workers their labor rights, including unionization
 - Institute gender pay transparency
 - Impose strong, multimillion-dollar penalties *that scale with company size* when a company interferes with union elections
 - Level the playing field in union elections by requiring “equal airtime on company time,” so that workers hear from union organizers and not just employers
 - Enshrine the right to multi-employer bargaining
 - Expand federal protections to cover farm and domestic workers
 - Establish a consistent preference in federal government contracting for unionized employers that provide workers with fair pay and benefits
- Pete also strongly supports the Raise the Wage Act, the Protecting the Right to Organize (PRO) Act, the Schedules That Work Act, the Healthy Families Act, the Federal Employee Paid Leave Act, the Paycheck Fairness Act, the Pregnant Workers Fairness Act, the EMPOWER Act, the BE HEARD Act, the Domestic Workers Bill of Rights Act, and the FAMILY Act. Some of these bills’ especially important provisions include efforts to:

- Raise the federal minimum wage to \$15 per hour and indexing to wage growth
 - End “right-to-work” laws, which ban union security in collective bargaining
 - Deliver card-check rights
 - Guarantee workers access to paid sick leave and paid family leave, and the predictable hours and wages they deserve
 - Ensure that all workers can bargain with the companies that actually control the terms of their employment
 - Stop employers from permanently replacing workers who strike, enhancing workers’ rights to secondary boycotts¹⁶
 - Take steps to prevent union election interference
 - Create safe, equitable, accessible, and fair workplaces for women and all people that are free of harassment and discrimination
 - Include domestic workers, who have been historically excluded from many employment laws, in common workplace rights and protections
- Pete also strongly supports the Public Service Freedom to Negotiate Act and the Public Safety Employer Employee Cooperation Act, because workers who choose to enter public service—whether federal, state, or local—should not have to give up their organizing rights in the workplace.



Meet Pete Buttigieg

Pete has more years of government experience than the president, more years of executive government experience than the vice president, and more military experience than anybody to walk into the Oval Office since President George H. W. Bush.

Pete served as a lieutenant in the U.S. Navy Reserve and took an unpaid seven-month leave during his mayoral term to deploy to Afghanistan. For his counterterrorism work, he earned the Joint Service Commendation Medal.

A Rhodes Scholar at Oxford and a graduate of Harvard University, Pete lives with his husband Chasten in the same South Bend neighborhood where he grew up, with their two rescue dogs, Truman and Buddy.

“Big corporations shouldn't need a safe space away from workers rights in order to compete and thrive in American democratic capitalism.” Pete Buttigieg



READ THE PLAN AT:

peteforamerica.com/empowering-workers

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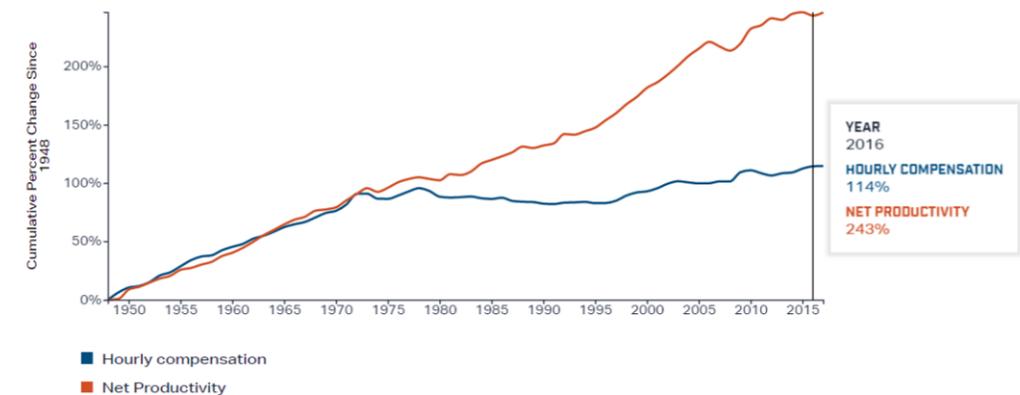
INCLUDES:	Protect Union Elections	Equal Pay and Protection
Guarantee Workplace Protections	Expand Bargaining Rights	Award Companies Taking the High Road
Access to Fair Wages	\$15 Federal Minimum Wage	

We're on the verge of a new American era, and this election is a defining moment for our nation. Rapid developments in technology are making changes to our lives that we could have never imagined just a few years ago. We face a climate emergency that threatens communities across America. How we manage the changes coming our way will define not just the next four years, but the next century.

Pete has seen how politicians in Washington have let these problems get worse and worse, and knows that we need a fundamentally new and different approach to fix our broken political and economic system. We need an economy where everyone has a role and everyone can succeed. We need a society where everyone feels they belong, where our differences make us stronger and move us forward, even in the face of a party and a president that are taking us backward. And we need a President who embraces the seriousness of the moment, but is free of the bad habits and outdated thinking that got us here.

Decades ago, we were promised a rising tide of economic growth that would lift all boats. We got the rising tide—GDP went up, productivity went up—but our paychecks didn't show it. Working class wages have stagnated since 1980.¹ **As we enter a new American era, it's time we restored fairness and balance to our economy, so that every American can share in our country's growth.** And it's time to help our nation's workforce become more resilient, inclusive, and flexible, and more easily adapt to our dynamic, ever-changing economy.

The economy keeps growing, but since 1980 the typical worker's wages haven't kept up



Source: "The Productivity-Pay Gap" Economic Policy Institute, August 2018

Economic policies have to be focused on growing incomes for the 90%.

Pete is laying out a set of policies to empower workers and raise wages, going above and beyond existing legislative proposals like the Protecting the Right to Organize (PRO) Act. Pete's goals are to accelerate wage growth for the broad middle class and restore our society's economic compact.

Pete's Policies

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Guarantee workplace protections for all American workers—including gig economy workers, fast-food workers, and contract workers

- Allow gig economy workers to unionize and earn a fair wage.
- Aggressively crack down on the payroll fraud of employers misclassifying workers as "independent contractors."
- Establish bright-line rules to ensure that workers can bargain with the companies that set the terms of their employment.

Over 15 million workers will have expanded rights and protections.



10.6 million independent contractors will have access to bargaining rights when they perform substantially the same work for the same employer



1.4 million temporary help agency workers and almost 1 million contract firm workers will be able to bargain with the firm that directly sets the terms of their employment



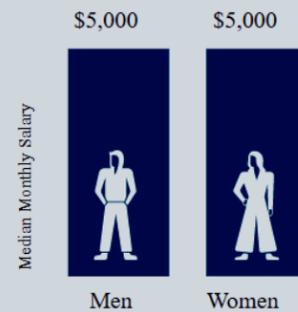
2.6 million on-call workers will have protection under the Schedules That Work Act

Ensure equal pay and promotion for equal work

- Institute gender pay transparency.
- Pass the Paycheck Fairness Act.
- Pass anti-harassment laws and gender nondiscrimination laws to help address other factors that impact the gender wage gap.

Gender pay transparency at Pete for America

There is no gender pay gap on the campaign.



Pete Walks the Walk

Ensure employers can't interfere with union elections

- Introducing multimillion-dollar penalties for employer interference in union elections and workers' rights.
- Ensure that workers can hear from union organizers.

Expanding bargaining rights

- Empower workers to band together outside the firm through multi-employer bargaining.
- Expand worker protections for farm workers and domestic workers.

This will help protect:



2 MILLION

domestic workers

856,300

agricultural workers

Pete believes economic policies have to be focused on growing incomes for the 90%. Targeting the majority of Americans will lead to growth for the majority of Americans. That's why Pete will assess how the economy is doing by income growth for the 90%—the vast majority of Americans who are not in the richest tenth.

Award government contracts to companies taking the high road

- Give preference in government contracts to firms that treat their workers well.

Ensure workers access to the predictable hours, wages, and support they deserve

- Ensure workers have access to paid sick leave and paid family leave—no matter where they work.
- Protect undocumented workers from retaliation when reporting labor violations.
- Ensure visa portability
- Restore overtime regulations that would protect 8 million more workers.

- Fund enforcement that would deal with the massive problem of wage theft.
- Ensure that workers have access to predictable schedules – and if they don't, that they are adequately compensated.
- Endorse the Domestic Workers Bill of Rights.

Pass a \$15 federal minimum wage indexed to wage growth

Fight for \$15

Share of total income for the top 10% of earners

