

# A New Rising Tide:

## Empowering Workers in a Changing Economy

*"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. The hard truth is that while the economy changed, workers' voices were systematically silenced. 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."*

### Guarantee workplace protections for all American workers - including gig economy workers, fast-food workers, & contract workers



#### Allow gig economy workers to unionize and earn a fair wage

- Codify the simple "ABC test" for classifying workers nationally in order to prevent workers in the gig economy from being denied minimum wage, overtime, and antidiscrimination protections – and their ability to unionize.
- Guarantee collective bargaining rights to gig workers by proposing to amend U.S. law to allow independent contractors with no employees, little capital investment, and substantially similar working relationships with a single company to unionize.

#### Aggressively crack down on the payroll fraud of employers misclassifying workers

- Substantially increase funding for the Department of Labor's Wage & Hour Division (WHD), among other agencies that fight misclassification of workers as "independent contractors." Empower agencies at the state & federal level to share enforcement information through an interagency taskforce. Pete also endorses the Payroll Fraud Prevention Act to make misclassification a Fair Labor Standards Act violation.

#### Establish bright-line rules to ensure that workers can bargain with the companies that set the terms of their employment

- Pete supports codifying a strong "joint employer" standard to allow workers to collectively bargain with the companies that actually control their hours/working conditions, as opposed to just their nominal employers.

### Ensure equal pay and promotion for equal work

#### Institute gender pay transparency

- Propose legislation to make public the total pay gap at every large company to show which treat their female employees with fair pay, promotions, & family-friendly work arrangements. This is a start on more granular reporting, such as by gender, race, & job title – building on the Obama Administration's Equal Opportunity Office compensation data collection.

#### Pass the Paycheck Fairness Act

- This would ban employers from using an employee's salary history to determine wages, ensure that workers have the right to discuss wages without retaliation, and require employers to justify any pay discrepancies.

#### Pass anti-harassment & gender nondiscrimination laws to help address other factors that impact the gender wage gap

- Pete endorses the EMPOWER Act, to limit companies' ability to keep harassment survivors quiet, the BE HEARD Act, to extend civil rights law prohibiting harassment to all workers and workplaces, and the Pregnant Workers Fairness Act, to ensure pregnant workers are not forced out of work when they need reasonable workplace accommodations.
- Evaluate child care, school enrollment & scheduling to better align children's school schedules with family/caregivers' work

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

- Over 33 million workers would benefit from raising the federal minimum wage to \$15 by 2025. We need to index the federal minimum wage to median wage growth to provide certainty for both workers & employers. Pete endorses the Raise the Wage Act, an important part of which is ending the subminimum wage for disabled workers and ending the tipped minimum wage.

## **Ensure employers can't interfere with union elections**

### **Introducing multimillion-dollar penalties for employer interference in union elections and workers' rights**

Empower courts & the National Labor Relations Board to assess penalties on interfering employers that scale with revenue.

### **Ensure that workers can hear from union organizers**

Provide access to employees on company premises to talk about benefits of unionization ("equal airtime on company time").

## **Expanding bargaining rights**

### **Empower workers to band together outside the firm through multi-employer bargaining**

Allow workers at unionized worksites in the same line of work to bargain on a multi-site or multi-employer basis. Their employers will be required to bargain toward a collective bargaining agreement. Workers in industries without large worksites - such as domestic & home health care workers (who are disproportionately women and people of color) - must have mechanisms for exercising bargaining power across employers to set standards for employment conditions in a local area.

### **Expand worker protections for farm workers and domestic workers**

Ensure that farm & domestic workers seeking to organize are protected by labor & employment law. Continue/expand the use of existing strategies (e.g. consumer pressure campaigns, social responsibility programs). Pete endorses the Domestic Workers Bill of Rights Act which provides access to the same employment rights as other workers and creates standards like harassment protections and fair scheduling to address the unique nature of their working conditions.

## **Award government contracts to companies taking the high road**

### **Give preference in government contracts to firms that treat their workers well**

Companies that take the high road & treat their workers well are at a competitive disadvantage in bidding for government contracts. Pete will support legislation to give preference in the bidding process for federal contracts to companies that are unionized and offer good pay and benefits to all their workers.

## **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**

Pass the Healthy Families Act & set up a national system of paid sick leave. For workers not receiving at least 7 paid sick days, their employers would pay into a state fund these workers could draw from. Pete endorses the FAMILY Act to create a national paid family and medical leave fund.

### **Protect undocumented workers from retaliation when reporting labor violations**

Make clear protections and remedies for undocumented workers to protect from threats like being reported to ICE and to avoid downward pressure on work conditions/pay. Support legislation to provide visas for victims of labor/employment law violations who are helpful in prosecuting those violations (just as for victims of domestic violence, sexual assault, & trafficking).

### **Ensure visa portability**

Propose reforms to temporary work visas so that workers can move to another employer in their industry and keep their visa. Pete would also support legislation that would provide greater transparency for temporary work visa programs.

### **Restore overtime regulations that would protect 8 million more workers**

Pass legislation to strengthen overtime rules moving forward by ensuring that, in the absence of a collective bargaining agreement, overtime kicks in after 8 hours per day (in addition to over 40 hours per week) or over 7 days in a row.

### **Fund enforcement that would deal with the massive problem of wage theft**

Ensure that federal agencies have all the resources they need to go after employers who don't even pay their workers the minimum wage and overtime they're owed - and that employers who steal from their workers face serious penalties.

**Pete supports The Schedules That Work Act which would ensure that workers have access to predictable schedules, or receive compensation for their irregular schedule.**