



# **CWA STRONG**

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## **CWA**

**2018 LEGISLATIVE ISSUES  
BOOKLET**

**CWA  
STRONG  
UNION  
STRONG**

# COMMUNICATIONS WORKERS OF AMERICA (CWA)

**CWA** represents 700,000 workers in private and public sector employment in the United States, Canada and Puerto Rico in 1,200 chartered CWA local unions. In 10,000 communities across the United States, CWA members work in telecommunications and information technology, the airline industry, news media, broadcast and cable television, education, health care and public service, law enforcement, manufacturing and other fields.

**Major Employers:** Among CWA major employers are AT&T; Verizon; Century Link; General Electric; the New York Times and Wall Street Journal; American Airlines; United Airlines and 19 other airlines; NBC and ABC television networks; the Canadian Broadcasting Co.; the University of California, the states of New Jersey, Mississippi, New Mexico and Texas; as well as various law enforcement agencies across the country.

**History:** Founded in 1938, CWA got its start representing telephone workers as the National Federation of Telephone Workers. It was renamed the Communications Workers of America in 1947. Today CWA represents workers in all areas of communications, customer contact, high technology, and manufacturing professions in both the private and public sectors, including health care, public service, education, customer service, airlines, and many other fields. A number of unions have affiliated with CWA because of its democratic tradition and membership involvement: the Association of Flight Attendants (2003), the International Union of Electronic Workers (2000), The Newspaper Guild (1997), the National Association of Broadcast Employees and Technicians (1994), and the International Typographical Union (1987).

**Legislative/Political Action:** CWA's legislative and political program supports the election of

worker-friendly officials and the passage of laws to support workers, their families, and good jobs. CWA has been in the forefront of legislative initiatives to strengthen workers' organizing and bargaining rights, make health care affordable and available to all, protect Americans' retirement security, and provide good jobs in a global marketplace of fair trade.

Key to CWA's legislative efforts and successes are the more than 1,000 Legislative and Political Action Team (LPAT) activists who have been trained in effective grassroots political action. They take CWA's political and legislative program to their states and communities, and build coalitions to fight for passage of worker and family friendly legislation.

**Alliances:** CWA is leading efforts to build a movement of organizations committed to winning progressive change for all Americans based on economic and racial equality. CWA works with labor and worker groups like Jobs with Justice, Center for Popular Democracy, People's Action, Blue Green Alliance, the Committee for Better Banks, the AFL-CIO and Change to Win; as well as civil rights and consumer groups like Sierra Club, NAACP, Alliance for Justice, and Common Cause.

**Global Partners:** CWA maintains close relations with counterpart unions in Latin America, Europe, Africa, and Asia, both individually and through trade union federations. CWA is the US leader among international communications unions on global development and investment in telecommunications and other industries.

**In the Community:** CWA members have made community based organizing and mobilization an important part of their union work. CWA's charity of choice is the Pediatric AIDS foundation and CWA is among the largest contributors, raising millions for pediatric HIV/AIDS research and education.

# LEADERSHIP



## CHRISTOPHER M. SHELTON, PRESIDENT

Christopher Shelton was elected president of the Communications Workers of America by acclamation by delegates to the union's 75th convention on June 8, 2015. Prior to his election as president, Shelton served as vice president of CWA District 1, representing 160,000 members in more than 300 CWA locals in New Jersey, New York and New England. Shelton started his union career when he went to work for New York Telephone in 1968 as an outside technician. He is a native of the Bronx, N.Y.

## SARA STEFFENS, SECRETARY-TREASURER

Sara Steffens was elected secretary-treasurer of the Communications Workers of America by delegates to the union's 75th convention on June 8, 2015. Before her election to CWA's second highest ranking office, she served as secretary-treasurer of The NewsGuild-CWA, the CWA affiliate representing journalists and other media workers. A native of Minnesota, Steffens earned a journalism degree from The Evergreen State College in Olympia, Wash. and beginning in 1999 worked as a reporter for nine years at the Contra Costa (California) Times.



## AT-LARGE EXECUTIVE BOARD MEMBERS

**Vera Mikell**, Local 2205 (Newport News, VA)

**Frank Arce**, Local 9400 (Concord, CA)

**Carolyn Wade**, Local 1040 (Trenton, NJ)

**Anetra Session**, Local 6327 (Kansas City, MO)

## SECTORS AND INDUSTRIES

**Lisa Bolton**, Telecommunications & Technologies

**Brooks Sunkett**, Public, Healthcare and Education Workers

**Charles Braico**, National Association of Broadcast Employees and Technicians

**Bernie Lunzer**, The NewsGuild – CWA

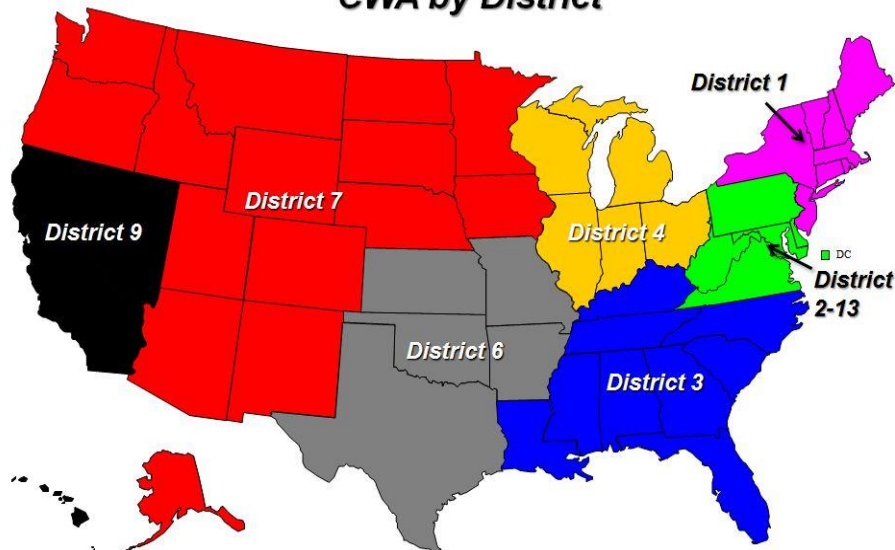
**Jim Clark**, IUE-CWA Industrial Division

**Sara Nelson**, Association of Flight Attendants – CWA

**Martin O'Hanlon**, CWA – SCA Canada

**Dan Wasser**, Printing, Publishing and Media Workers Sector

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# TABLE OF CONTENTS

Collective Bargaining Rights .....	6
Workplace Democracy Act .....	8
WAGE Act .....	9
The U.S. Call Center Worker and Consumer Protection Act .....	10
Telecom and Media Policy .....	11
Our Tax Code Must Work for Working Families .....	12
It's Time for Fair Trade .....	13
Campaign Finance Reform .....	14
Voting Rights .....	15
Health Care for All .....	16
Gender Equity in the Workplace .....	17
Advancing an Immigration Agenda for All Workers .....	18
The Equality Act .....	19
Campaign for Postal Banking .....	20
The Association of Flight Attendants (AFA-CWA) .....	21
Public Sector .....	24
IUE-CWA .....	26

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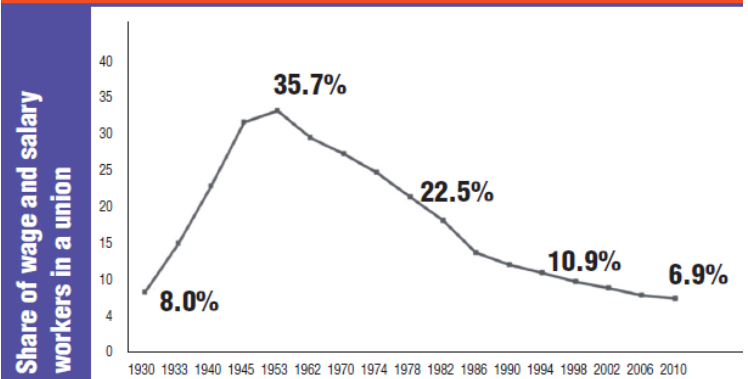


# COLLECTIVE BARGAINING RIGHTS

From 1930 to 1960, working Americans built the labor movement and more than 10 million Americans won private sector bargaining rights. But the last 50 years of offshoring, plant closings and union-busting have pushed collective bargaining levels back to the era before the Great Depression. This affects all workers' bargaining, including the public sector, which rose during the last 50 years but is now also under attack. As collective bargaining coverage declines, so do real wages for 99% of workers.

**Americans now work more for less.** When we look at real wages of American workers over the past 70 years, we see that the attacks on private sector collective bargaining affect ALL Americans.

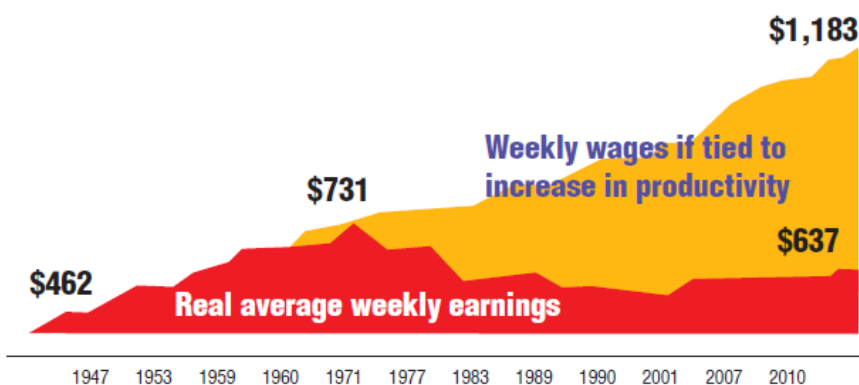
## The Rise & Fall of Collective Bargaining Coverage



SOURCE: John DiNardo. "The Causal Effect of Labor Unions in the U.S. Context"

## How American Workers Got Left Behind

*Actual wages compared to estimated increases if they had risen with productivity*



SOURCE: BLS Data - Productivity, Average Wage of Non-Supervisory Production Workers, CPI

This chart shows that when collective bargaining was increasing, and for some years after that, real wages kept up with productivity. But as collective bargaining in the private sector declined over the last 40 years, real wages did not keep up with productivity. The gap, shown in gold, is currently more than \$500 per week.

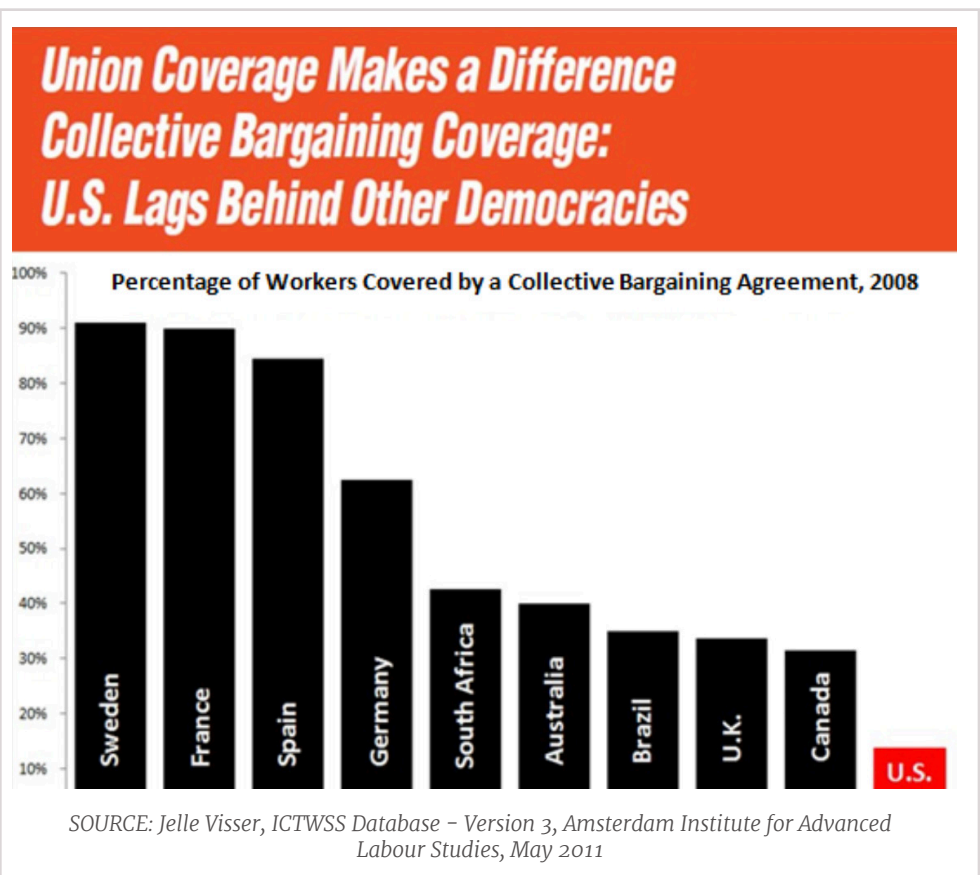
This stagnation in pay has dire consequences and means that workers cannot buy what they produce. Economists call this the collapse of the demand side of the economy. One cause of the housing crisis was the combination of stagnant wages

and rising housing prices that led to "flim-flam" mortgages.

Workers in many other countries enjoy greater collective bargaining rights than their U.S. counterparts, especially working women and men in other democracies. The global economy doesn't have to mean no voice on the job, no organizing and bargaining rights, and stagnant real wages. In this chart we see that even when

we include the U.S. public sector, at 12% collective bargaining coverage, America ranks last among the democracies shown. Nations like South Africa and Brazil have seen huge increases in the percentage of workers with bargaining coverage. Others on the chart have maintained much higher bargaining coverage despite the global economy.

***America has seen NO advancement in collective bargaining rights, only attacks and setbacks.*** In the 112th Congress, organized labor was dealt another blow with the passage of the FAA Reauthorization Act. Included was a provision that raised the union- election trigger threshold from 35% to 50% (Note: this is only to have an



election – not the election itself). As any organizer could tell you, it's extremely difficult to acquire and prove that figure as employers roll out many tactics to block, confuse, intimidate, and discourage. The result of the FAA Reauthorization was the year-long delay of 10,000 Passenger Service Agents at American Airlines. These Agents sought collective bargaining under CWA as a protective measure while the company waded through bankruptcy. During this time, American Airlines management rooted out labor-friendly employees and began laying them off. American Airlines' year-long campaign of threats, intimidation, and legal run-arounds turned a sure-win into a sure-loss.

***This is what middle class Americans experience today.*** Against the will of their employees, corporations pull out all the stops to ensure that unions never get organized. Often times they hire aggressive law firms openly advertised as experts in union avoidance, union-busting, and other anti-union

measures.

***That is why the defense and expansion of Collective Bargaining Rights is our TOP legislative priority.*** Congress MUST fight to defend and expand these rights for millions of working middle-class Americans. CWA supports legislation that allows workers to easily organize such as majority sign-up which would give workers an easier path towards collective bargaining; instead of the current system, which is laden with hurdles for employees and organizers.

## WORKPLACE DEMOCRACY ACT H.R.5728 / S.2810

According to the most recent statistics:

- When workers become interested in forming unions, 75% of private-sector employers hire outside consultants to run anti-union campaigns, 63% force employees to attend closed-door meetings to hear anti-union propaganda; and 54% of employers threaten workers in such meetings.
- An employee who engages in union organizing campaigns has a one in five chance of getting fired.
- Nearly 60% of employers threaten to close or relocate their businesses if workers elect to form a union.

Even when workers overcome these enormous obstacles and win union elections, 37% of these new unions still do not have a first contract for workers two years after the election due to loopholes in labor laws. These are all reasons we need a fundamental change to our labor laws.

**The Workplace Democracy Act** would help us achieve those goals. It would:

- Allow for unions to organize through a majority sign up process, allowing the National Labor Relations Board (NLRB) to certify a union if it receives the consent of the majority of eligible workers.
- Enact “first contract” provisions to ensure companies cannot prevent a union from forming by denying a first contract. Employers would be required to begin negotiating within 10 days of receiving a request from a new union. If no

agreement is reached after 90 days of negotiation, the parties can request to enter a compulsory mediation process. If no first contract is reached after 30 more days of mediation, the parties would have a contract settlement through binding arbitration.

- Eliminate the “Right to Work for Less” laws by repealing Section 14(b) of the Taft Hartley Act, which has allowed 28 states to pass legislation eliminating the ability of unions to collect fair share fees from those who benefit from union contracts and activities, undermining the unions’ representation of workers.
- Expand the definition of employer to ensure employers can no longer avoid responsibility and prevent workers from organizing by designating certain workers independent contractors, supervisors, or through franchisee arrangements.
- Allow for secondary boycotts and picketing. Reinstates union’s freedom of speech to take action to pressure clients and suppliers of companies opposing unions.
- Expand and update the persuader rule. Companies would be required to disclose anti-union information they disseminate to workers, including funding third party anti-union consultants, who would have to register and be law abiding. Whatever contact information (email, phone, mailing addresses) the employer uses will need to be shared with union organizers and employers will be prohibited from forcing workers to attend campaign activities that are unrelated to the employee’s job duties.

**CWA URGES YOU TO SUPPORT THE WORKPLACE DEMOCRACY ACT (H.R. 5728 / S. 2810)**



## WAGE ACT H.R. 4548 / S. 2143

The National Labor Relations Act (NLRA) was intended to protect the rights of working people to organize and negotiate the terms of their working conditions without fear of threats and retaliation from employers. Yet, the penalties imposed under the NLRA are so weak that many irresponsible employers violate the rights of workers on a routine basis, including illegal firings and sanctions, as they know that they will face little more than a slap on the wrist if they are found guilty.

Because the NLRA's penalties are too weak, employers violate the NLRA routinely. For example, workers are fired in 34% of all NLRB election campaigns. Meanwhile, one study found that one-in-five workers had experienced serious wage or safety violations, but were so concerned about possible retaliation that they didn't complain to their employers. More generally, these abuses have real world consequences, since the denial of working people's right to organize has contributed to stagnating wages even during times of great productivity growth.

### WAGE ACT

Sen. Patty Murray (D-WA) and Rep. Bobby Scott (D-VA) have introduced the **Workplace Action for a Growing Economy (WAGE) Act** to address this problem. The WAGE Act would strengthen protections for working people who join with their co-workers to win improvements at work by discouraging retaliation against workers for exercising their rights, provide prompt and fair remedies, establish a process for reaching initial collective bargaining agreements and protect immigrant workers.

The WAGE Act would guarantee working people who are illegally fired or retaliated against triple back pay, while establishing civil penalties of up to \$50,000 for violations. It would also provide workers with a private right of action to recover monetary damages and attorneys' fees in federal district court, just as they can under civil rights laws. The bill would also close a loophole that allows companies like McDonald's that are designated as "joint employers" along with their franchisees to evade penalties under the NLRA.

CWA members have been deeply impacted by the lax penalties provided for under the NLRA.

**CWA URGES YOU TO SUPPORT THE WAGE ACT (H.R. 4548 / S. 2143)**

# THE U.S. CALL CENTER WORKER AND CONSUMER PROTECTION ACT

## H.R. 1300 / S. 515

**W**ith the decimation of manufacturing in the U.S., many communities committed millions in taxpayer dollars to fund incentives for companies to add customer service/call center jobs in their communities. However, the last decade has seen many of those jobs now being shipped overseas, with companies pocketing taxpayer dollars and offshoring the call center jobs just a few years later; leaving those communities devastated once again with job losses and lost financial investments.

Often, calls into service centers go to countries where workers are exploited and/or human resource and information security practices are inferior to those in the U.S. These centers are often referred to as modern day sweatshops.

A PricewaterhouseCoopers survey found that 83 percent of outsourcing companies in India surveyed had information security breaches during the previous year. There is a strong link between overseas call centers and security problems, putting American consumers at risk for identity theft, fraudulent transactions, and general mishandling of sensitive information.

U.S. taxpayer money should not be awarded to companies that make a practice of sending U.S. jobs overseas. This epidemic has resulted in greater job losses here in the U.S and the erosion of middle class communities while risking the data of millions of American consumers.

If passed, this bill would accomplish the following things:

- **Create a ‘bad actor’ list of U.S. companies that make a practice of sending U.S. jobs overseas:** The bill would create a publicly available list, kept by the Department of Labor, of all employers that relocated entirely or moved a significant portion of their call center or customer service work overseas. These companies would be ineligible for federal grants or guaranteed loans. Preference would be given to U.S. employers that do not appear on the list for awarding civilian or defense-related contracts. Employers that relocate a call center would remain on the list for up to five years after each instance of relocating a call center. If a ‘bad actor’ relocates a call center into the U.S. (brings jobs back) they will be removed from the list.
- **Disclose Call Center Location to U.S. Consumers:** The bill would require the relocated overseas call center agent to disclose their name and physical location of their operation. For example, a customer may hear, “Hello, my name is Jane from Manila.”
- **Right to Transfer:** The bill would give U.S. consumers the right to request that their call be transferred to a customer service agent who is physically located in the U.S.

The U.S. Call Center Worker and Consumer Protection Act was re-introduced in 2017 by: Rep. David McKinley (R-WV), Rep. Gene Green (D-TX), Sen. Bob Casey (D-PA) and Sen. Sherrod Brown (D-OH).

# TELECOM AND MEDIA POLICY

**H**igh-speed broadband networks are the infrastructure of the 21st century, enabling economic growth, job creation, and improvements in education, health care, energy conservation, public safety, and more. Increasingly, Americans access news, information, and video entertainment over digital platforms.

Equitable access to high-capacity Internet is essential to American democracy and economic opportunity. Yet, despite considerable progress, significant gaps remain. More than 34 million Americans – including 23 million rural Americans – lack access to broadband at the FCC’s 25 Mbps download/3 Mbps upload benchmark. All too many Americans have only one choice for a high-speed broadband provider. More than half of low-income households don’t subscribe to broadband, and many reach the Internet over their smartphones, limiting their ability to apply for jobs or do homework online.

Public policy to promote investment in affordable, high-speed wired and wireless broadband networks, to close the digital divide, and to create good jobs in the telecommunications and media industries should be guided by these principles:

**Universal Broadband:** Just as government policies helped bring affordable telephone service to everyone, our policies should ensure that every individual, business, and community has access to and can use high-speed Internet at a price they can afford – regardless of income or geographic location. The FCC’s modernization of its low-income Lifeline program to support broadband and expansion of E-rate subsidies to schools and libraries are important digital equality achievements to build upon.

**Investment in High Speed Wired and Wireless Networks:** Speed matters on the Internet. Gigabit capacity is fast becoming the global standard. U.S. policies should promote investment in higher capacity wired and wireless networks,

giving consumers, businesses, schools, libraries, hospitals, and government agencies competitive choice driving innovation, service improvements, and price competition.

**Consumer Protections:** We are in the midst of a technology transition moving to all-Internet Protocol (IP) networks over fiber, coaxial cable, and 5G wireless. During this transition, public policy must continue to promote our nation’s core values for communications: universal service, public safety, and consumer protection. Consumer protections, including privacy protections, should apply across the Internet ecosystem to both network and applications providers.

**Good Jobs:** Public policies should support the growth of good, career jobs with respect for workers’ rights. Companies that violate labor laws should be held accountable. Online media platforms must support a revenue and compensation model that fairly rewards those who create the content.

**Open Internet:** Open Internet rules should promote free expression, innovation, and investment on the Internet. There should be full transparency, no blocking, no throttling (slowing down), and no unreasonable prioritization of legal content on the Internet.

**Media Diversity, Quality Journalism:** Media diversity is essential to a thriving democracy. Media ownership rules that bar companies from owning multiple TV stations in the same market, prohibit stations from attempts to skirt those rules through “shared services agreements” and “joint services agreements,” and restrict the combination of local newspaper and TV stations are vital for local community needs and to preserve good jobs in print, video, and electronic media. Public policies should discourage poaching by online advertising giants of content without fair compensation to those that create the content.

# OUR TAX CODE MUST WORK FOR WORKING FAMILIES

For many years, the federal tax code has been loaded with loopholes to benefit the super wealthy and big corporations over the interests of working people. Instead of fixing this problem, the recent tax law enacted by Congressional Republicans and President Trump makes this inequity much worse, providing huge benefits to millionaires, Wall Street, and companies that offshore jobs.

## HOW THE TAX LAW MAKES OUR TAX CODE MORE UNFAIR

The GOP tax law provides massive tax breaks for the 1%, but little to nothing for working families. According to an analysis by the independent and nonpartisan Tax Policy Center, the richest 1% of Americans will get an income tax cut averaging \$33,000 per year, while low-income Americans will receive a cut of only about \$40—and millions will actually see a tax increase. Overall, about 83% of the benefits of the bill go to the top 1%.

Some of the biggest beneficiaries of the law are Wall Street banks and their major investors. Experts project that banks will receive at least \$250 billion in tax cuts from the bill, with over \$100 billion going to the five biggest banks alone—even as these same banks are some of the worst actors in outsourcing customer service call center jobs. Meanwhile, major investors have gained the most from the corporate tax cuts—corporations that benefited from the corporate tax cuts have used their windfall to buy back over \$200 billion in stock to boost share prices in just the first few months after the bill passed, while bonuses and wage increases for employees have amounted to just \$6 billion.

But it gets even worse. The new law also allows companies to deduct half of their income that is generated overseas from their tax bill. It also creates additional deductions that companies can take for their overseas profits even beyond the

lower tax rate on income earned outside the U.S., such as a tax exemption on returns on “tangible investments” (meaning facilities and equipment) made in other countries.

All of these breaks are expensive—in total, they’ll cost about \$1.5 trillion. Republicans in Congress are already proposing to pay for that cost by cutting key programs that working families rely on, such as Social Security, Medicare and Medicaid, while also dropping plans to invest in broadband buildout and other key infrastructure investments.

## A FAIR TAX CODE

Our tax code should be designed to benefit working people, ensure that the super-wealthy and multinational corporations pay their fair share, and help create good jobs in the United States. Congress can help achieve that by passing legislation to fix some of the worst aspects of the GOP tax law:

- **H.R. 5108/S. 2459, the No Tax Breaks for Outsourcing Act**, would eliminate the law’s incentives that provide benefits to companies that send jobs overseas.
- **S. 2605, the Reward Work Act**, would prevent companies from using stock buybacks to manipulate the value of their share price.
- **H.R. 2295/S. 1020, the Carried Interest Fairness Act**, would get rid of provisions that allow billionaire private equity and hedge fund managers to pay a lower tax rate than teachers, firefighters, or customer service call center representatives.
- **H.R. 1144/S. 805, the Inclusive Prosperity Act**, and **H.R. 2306, the Putting Main Street FIRST Act**, would each impose a small Wall Street sales tax, so that Wall Street traders would pay small fees for buying stocks, bonds and securities, just like working people do on our purchases.

# IT'S TIME FOR FAIR TRADE

**C**orporate-written trade and globalization deals like the North American Free Trade Agreement (NAFTA) and the Central American Free Trade Agreement (CAFTA) have led to the offshoring of millions of good jobs in industries like manufacturing and call centers. These bad deals have also caused a race to the bottom in labor, environmental and public health standards that have weakened our protections and undermined American workers' wages, benefits, and working conditions.

CWA opposes trade deals designed to benefit the 1% and multinational corporations. Members of Congress should instead fight for fair trade deals that:

## **INCLUDE STRONG LABOR AND ENVIRONMENTAL PROTECTIONS WITH SWIFT AND CERTAIN ENFORCEMENT**

Past U.S. trade deals have included weak provisions on labor and the environment with an enforcement mechanism so poorly designed that the U.S. has never once won a single dispute over labor or environmental abuses. A fair trade policy requires much stronger rules with an enforcement mechanism that delivers accountability in a timely way. It also should include stronger rights like cross-border collective bargaining, which would allow workers to join together across borders to negotiate with multinational corporations to raise wages and standards in the U.S. and across the world by preventing corporations from pitting workers in the U.S. against workers in other countries who are denied their rights and are paid unfair wages.

## **DO NOT INCLUDE SPECIAL HANDOUTS FOR COMPANIES THAT OUTSOURCE JOBS**

One key provision of many existing trade deals gives multinational corporations access to a separate judicial system called "Investor-State

Dispute Settlement" (ISDS). ISDS has been shown to be rife with conflicts of interest and has routinely been used to attack public interest laws protecting workers, the environment and public health. It also provides special legal protections for companies that move factories or call centers overseas and has been called a "subsidy for outsourcing."

## **PROTECT BUY AMERICAN RULES**

Our trade deals should not interfere with our government's efforts to create good jobs in the U.S. In particular, they should not give companies in other countries access to our "Buy American" and "Buy Local" programs. They also should protect our right to pass legislation like the U.S. Call Center Worker and Consumer Protection Act that would reward companies for creating good jobs here in the U.S.

## **INCLUDE STRONG RULES OF ORIGIN**

Good trade agreements should include strong rules of origin to ensure that the goods and services benefiting from the terms of the agreement are actually produced in the countries that are part of the agreement. Positive standards designed to benefit workers, communities and the environment will achieve little if corporations can use loopholes embedded in weak rules of origin and take advantage of an agreement with goods and services produced elsewhere.

## **ARE NEGOTIATED TRANSPARENTLY**

Instead of the secretive process that allows special access for corporate lobbyists, our trade deals should be negotiated in the light of day with lots of opportunity for public involvement to ensure that the deals reflect the needs of working people, not special interests.



# CAMPAIGN FINANCE REFORM

All Americans deserve an equal say in the decisions that affect our lives, and elected officials that are accountable to we the people – not corporate special interests. Since the Supreme Court opened the floodgates to spending in our political system in *Citizens United* and *McCutcheon v. FEC*, billions of dollars have been spent influencing our elections, often with little to no accountability or transparency. These decisions completely changed the landscape of American politics, undermining our democracy and the principle of one person, one vote. This is not what democracy looks like. CWA is committed to an elections process that empowers working Americans and reduces the influence of Wall Street. To that end, we endorse the following legislation that will ensure our democracy is truly of, by, and for the people:

## AMPLIFY THE VOICES OF SMALL DONORS

The Government by the People Act and the Fair Elections Now Act are bills that contain a comprehensive reform package designed to combat the influence of big money politics, raise civic engagement and amplify the voice of everyday Americans. Both pieces of legislation empower and amplify the voices of working Americans through a refundable tax credit and small donor matching system, which allows everyday people to make small donations that have a huge impact. Crucially, both bills also allow for People PACs, which aggregate the power of average citizens. Specifically, labor unions and similar member organizations can use a People PAC to organize members – acting as a “bundler” of member donations, which would then be amplified in the public match system. See *Government By the People Act (H.R. 20)* and *Fair Elections Now Act (S. 1640)*.

## AMEND THE CONSTITUTION

The most effective way to democratize our elections is to pass a Constitutional Amendment to overturn *Citizens United* and give Congress and the States the ability to pass reasonable limits on political spending. The American people have spoken out on this issue and their message is clear: the decisions of the Supreme Court were wrong and must be overturned. The massive increase in political spending does nothing but skew power further towards the wealthiest corporations and individuals who spend millions on campaign advertising for self-serving interests. See *H.J. Res. 31* and *S.J. Res. 8*.

## SHED LIGHT ON SECRET MONEY

The *Citizens United* decision opened the floodgates to unrestricted special interest campaign spending in elections. This broken system permits secret money to be spent supporting anti-worker candidates. We must require FULL disclosure of all campaign and political expenditures. CWA supports efforts to strengthen public reporting requirements to include SuperPACs and lobbyists, force financiers to appear in their own ads, and require that campaign spending be reported to shareholders. See *DISCLOSE Act (H.R. 1134/ S. 1585)*.

# VOTING RIGHTS

The Voting Rights Act (VRA) of 1965 was enormously successful at reducing the persistent and purposeful discrimination against voters of color through literacy tests, poll taxes, intimidation, threats, and violence. For millions of racial, ethnic, and language minority citizens, the VRA eliminated discriminatory practices and removed other barriers to political participation. By requiring states and localities with a history of discriminatory voting practices to submit any proposed changes to their voting laws to a federal preclearance process, the VRA prevented hundreds of potentially suppressive laws from ever hitting the books. However, in 2013 the Supreme Court struck a massive blow to this crucial civil rights legislation in *Shelby County v. Holder*, which invalidated the pre-clearance requirement for states. By eliminating this key

provision, the Court ushered in a subsequent rash of anti-voter initiatives in state legislatures requiring photo identification, eliminating same-day registration, shrinking early voting windows, and restricting vote by mail and absentee voting.

In direct response to *Shelby*, and in collaboration with the states and localities most affected by the Court's decision, the House and Senate worked together and crafted the **Voting Rights Advancement Act** – modern, flexible, forward-looking legislation designed to protect 21st century voters. Critically, this bi-partisan legislation enhances the ability to apply preclearance review when needed, allows for greater transparency with nationwide notification, provides nationwide review and remedies for current discrimination, and halts discriminatory voting changes before they take effect.

## CWA URGES YOU TO SUPPORT THE VOTING RIGHTS ADVANCEMENT ACT (H.R. 3239/S. 1419)

The **Voter Empower Act (VEA)** aims to guarantee the right to cast a ballot, while also modernizing voting systems, and demanding accountability of elections officials. The VEA would expand early voting procedures, provide funding for states and localities to modernize their voting systems and elections processes, and would create stronger national oversight through

reauthorization of the Elections Assistance Commission. Such provisions would go a long way toward preserving the integrity of our elections process and expanding the right to vote to those communities who are too often denied the right to cast a ballot because of suppressive laws and procedures.

## CWA URGES YOU TO SUPPORT THE VOTER EMPOWERMENT ACT OF 2017 (H.R. 12/ S.1437)

# HEALTH CARE FOR ALL

**U.S.** workers continue to struggle with rising health care costs. As costs rise, employers are shifting more and more of those costs to workers. Workers wages are stagnant while CEO pay skyrockets -- even as the economy continues its slow recovery from the 2008 recession. Meanwhile, the Trump Administration and the Republican-controlled Congress are doling out tax cuts to the wealthy and corporations while setting their eye on dismantling Medicare, Medicaid, and the Affordable Care Act.

All Americans deserve access to quality, affordable health care and the financial protection of comprehensive health insurance. In the near term, we must defend programs and policies important to our members, retirees, and their families -- Medicare, Medicaid and the Affordable Care Act. But we must also build on these programs to create a pathway to a sustainable universal, comprehensive health care system, such as Medicare For All. Here are some near term actions that Congress can take in order to help pave the way to that goal:

**Eliminate the Tax on Employee Health Benefits:** Job-based coverage is the most important source of insurance for American workers. The 40% Health Benefit Tax -- inappropriately tagged as the "Cadillac tax" -- encourages employers to cut or cancel health coverage. Implementation of this unfair tax has been delayed, but it nevertheless causes havoc at the bargaining table since employers calculate the tax as a potential future cost. Members of Congress should support legislative efforts to repeal this tax altogether.

**Protect and Expand Medicare and Medicaid:** Since 1965, these two programs have provided critical protection for our most vulnerable citizens.

But these critical safety net programs are under attack as Republicans look for ways to pay for the enormous, budget-busting corporate tax cut they just enacted. We must secure the programs and push for expansion by reducing Medicare's eligibility age and expanding Medicaid eligibility requirements in all 50 states.

**Defend the Affordable Care Act:** In the past year, Congress has failed to repeal the Affordable Care Act, but it has chipped away at some key provisions of the landmark legislation that has provided access to health coverage for millions of Americans. For example, the individual mandate, which assures a broad pool of plan participants and helps to keep premiums down, has been eliminated. The penalty for employers who provide no or inadequate coverage to their workers has been whittled down so they can benefit from the country's health care system without contributing to it. Further cuts to ACA provisions must be opposed.

**Allow Medicare to Negotiate Drug Prices:** When Medicare Part D was enacted, the government was prohibited from negotiating with pharmaceutical companies over the prices of drugs. Medicare's bargaining power would mean billions of dollars in savings for American taxpayers. Congress should pass legislation allowing Medicare to negotiate drug prices.

**Require Paid Sick Leave:** The United States lags behind the developed world in mandated paid sick time for workers. No insurance plan can ensure care is affordable if every illness results in a loss of income for struggling workers. Movements are growing on the state and local levels to require paid sick leave. Congress must pass legislation mandating paid sick leave for all workers.

# GENDER EQUITY IN THE WORKPLACE

Outdated workplace policies put working women in a particular bind, forcing them to make impossible choices between work, family, and personal wellness. Women want new rules for an economy that works for all working people and the freedom to build lives of value. Working people in unions are dedicated to fair schedules, fair wages, access to affordable health care and child care, and paid leave for all working families and women who are disproportionately affected.

**Paycheck Fairness (H.R. 1869 / S. 819):** The wage gap is real. It exists across gender, race, age, education, and industry – especially hurting women in low-wage jobs. The Paycheck Fairness

Act puts gender-based discrimination on equal footing with other forms of discrimination like race, disability, or age. It prevents employers from retaliating against workers for discussing their pay, freeing workers – including women – to reveal, debate, and discuss wage discrepancies between employees.

**Medical Leave Requirements:** A workplace with paid sick days, paid vacations/holidays and family leave is the result of decades of struggle of the labor movement. People should not have to make the impossible choices between caring for a family member's health and keeping a paycheck or a job. The following legislation would ensure all workers can sustain their families:

- **The Healthy Families Act (H.R. 1516 / S. 636)** – This legislation would set a national paid sick days standard, allowing workers to earn up to seven paid sick days a year to recover from short-term illness, care for a sick family member, attend medical appointments, or seek assistance for a domestic violence, stalking, or sexual assault issue.
- **The FAMILY Act (H.R. 947 / S. 337)** – A proposal to provide paid family and medical leave nationwide. This bill would offer up to 12 weeks of paid leave per year to qualifying workers for the birth or adoption of a new child, the serious illness of a family member, or a worker's own medical condition.
- **The Pregnant Workers Fairness Act (H.R. 2417 / S. 1101)** – A bill to prevent employers from forcing pregnant women out of the workplace and ensure employers provide reasonable accommodations to pregnant women who want to keep working. This bill would require employers to provide reasonable accommodations for limitations arising out of pregnancy, childbirth, or related medical conditions, unless doing so would pose an undue hardship.

# ADVANCING AN IMMIGRATION AGENDA FOR ALL WORKERS

**M**eaningful immigration reform is essential for creating an economy that respects and protects working people. The only way to reverse the race to the bottom for workers' wages and standards for working people of all races, religions and immigration status is to stand together and demand an end to policies that put corporate profits over people. The entire workforce suffers when millions struggle to support their families without a way to speak up on the job. Ramping up fear in our workplaces only serves to increase worker exploitation. We need to ensure that all working people have rights on the job and are able to exercise them without fear of retaliation. Enacting meaningful immigration reform is critical to our long-term efforts to lift labor standards and empower workers, and the labor movement will continue to stand in solidarity with all working people.

Once undocumented workers are covered under labor laws, together we can build a united movement of working people to raise living standards and to fight those who want to drive wages down for all working people in America.

## DEFERRED ACTION FOR CHILDHOOD ARRIVALS

The courts have blocked the Trump administration's efforts to end the Deferred Action for Childhood Arrivals (DACA) program—for now.

*The DREAM Act of 2017 (S. 1615/ H.R. 3440)* ensures over 1 million people come out of the shadows and are provided with work authorization, an important protection against immigration-based

retaliation. The bipartisan legislation creates a long overdue pathway to citizenship for DACA recipients, allowing young men and women who are part of our workforce, serving in the military, or pursuing higher education to plan for the future and contribute more fully to our communities, our unions, and our economy.

## TEMPORARY PROTECTED STATUS

There are more than 320,000 Temporary Protected Status (TPS) holders in America, working legally, paying taxes, raising families, and contributing to our economy and our communities. By all measures, TPS is a successful program that serves important humanitarian purposes, while helping to raise wages, support a stable workforce, and reduce exploitation. Terminating these protections advances no constructive goal, and causes far-reaching harm in worksites and communities across the country.

Congress can create a permanent legal pathway for TPS residents. *The SECURE ACT (S.2144)* would protect working families from all TPS-designated nations who have at least three years of continuous presence in America. After another rigorous background check, these working people would be granted legal permanent resident status. We must push for policies that protect and value the workers who are in our communities and workforce today, and insist that those who will come to our nation in the future will also be treated fairly.



# THE EQUALITY ACT

## H.R. 2282/S. 1006

Despite significant steps forward, LGBTQ individuals still lack the basic legal protections in states across the country. The patchwork nature of current laws leaves millions of LGBTQ Americans subject to potential discrimination in the sectors of work, employment, housing, credit, education, public accommodations, or jury service. Everyday people are denied goods and services, loans, housing, and excluded from juries among other discriminations because of their gender identity or sexual orientation. In 29 of the 50 states, a person can be fired for being homosexual or transgender. The need for federal protection from discrimination based on sexual identity or orientation is clear.

**The Equality Act** ensures protection from discrimination based on sexual identity and orientation by expanding the protections of the Civil Rights Act of 1964, the Fair Housing Act, the Americans with Disabilities Act, the Equal Credit Opportunity Act and other civil rights laws to explicitly include sexual orientation and gender identity as protected characteristics. Additionally, the Equality Act would update the public spaces covered in the current law to include retail stores, services such as banks and legal services and

transportation services.

The Act also provides new protections for women not covered in the Civil Rights Act of 1964. Women would be protected from discrimination in public places and in the distribution of federal funds. The Act would ensure women are charged the same price as a man for goods and services. It would also provide protection from discrimination in the distribution of federal funds, such as the awarding of a federal contract.

Further, the Equality Act would also extend protections from discrimination to individuals who associate with LGBTQ individuals, such as children of same sex couples, in the same sectors of work, employment, housing, credit, education, public accommodations, or jury service.

Introduced with bipartisan support, it is a vital piece of legislation for furthering the rights of LGBTQ individuals and women. By explicitly including sexual orientation and gender identity in these fundamental laws, LGBTQ people will finally be afforded the exact same protections as other historically discriminated groups under federal law.

**CWA URGES YOU TO SUPPORT THE EQUALITY ACT (H.R. 2282/S. 1006)**

# CAMPAIGN FOR POSTAL BANKING

## FOR THE PEOPLE, NOT WALL STREET!

### WHY DO WE NEED POSTAL BANKING?

4.1 million workers without a bank account receive their pay on a payroll card and spend \$40-50 per month on ATM fees to access their own money.

More than a quarter (26.9%) of U.S. households are underserved by traditional Wall Street banks. The percentage of underserved households increases dramatically for people of color – 49.3% of African-American and 45.5% of Hispanic households.

The number of bank branches in the United States is declining and low-income neighborhoods have been hit the hardest. Since 2008, 93% of these closures have been in neighborhoods with a median income below the national average.

### HOW CAN THE USPS SERVE OUR NEEDS NOW?

The U.S. Postal Service should act now — we don't need to wait for an Act of Congress. USPS can provide affordable, non-profit financial services, including:

- Payroll check cashing
- ATMs
- Bill payment
- Electronic money transfer

The USPS has more than 30,000 locations, 59% of which are in zip codes with zero or only one bank branch. That's nearly twice as many locations than Wal-Mart and Starbucks *combined*.

### WHAT ARE WE DOING TO WIN POSTAL BANKING?

Join with us to pressure the Postmaster General to create pilot projects for affordable financial services! We are organizing and petitioning in Baltimore, Cleveland, and the Bronx – all areas in great need of alternatives to the big banks who are increasingly abandoning our communities.

Here's the percentage of households underserved by traditional banks in these areas:

**Cleveland, Ohio:** nearly 20%

**Baltimore, Maryland:** nearly 40%

**Bronx, New York:** more than 52%

### WE NEED CWA MEMBERS!

The Communications Workers of America is a proud sponsor of the Campaign for Postal Banking! And postal banking is a pillar of the Take on Wall Street coalition.

We need your continued support to win affordable financial services in every post office in the country!

*Stand with us today at*  
[www.campaignforpostalbanking.org](http://www.campaignforpostalbanking.org),  
[@bankpostal](https://www.facebook.com/bankpostal) and on Facebook.

**SIGN THE PETITION! PASS A RESOLUTION! GET INVOLVED!**



# THE ASSOCIATION OF FLIGHT ATTENDANTS (AFA-CWA)

*Association of Flight Attendants-CWA (AFA) represents 50,000 Flight Attendants at 20 airlines.*

## HOUSE ADOPTS FAA BILL WITH 10 HOURS MINIMUM REST - FOCUS MOVES TO SENATE

In April, the U.S. House of Representatives voted for the bipartisan FAA Reauthorization Act of 2018 (H.R. 4), 393-13. The bill includes AFA's top safety priority of 10 hours minimum rest, equal with the flight deck, for Flight Attendants.

Fatigue studies commissioned by Congress and conducted by the Civil Aeromedical Institute (CAMI) confirm Flight Attendant fatigue exists, and that the best way to combat this fatigue is to increase rest. This is an aviation safety loophole that must be closed, but it is also a Flight Attendant health issue and an issue of equality since the United States is the only country to have different rest rules for the Pilots (mostly male career) and Flight Attendants (mostly female career). Pilot minimum rest is 10 hours and cannot be reduced. Flight Attendants need the same minimum rest rule.

Currently, the minimum rest requirement for Flight Attendants is a short eight hours between 14 hour duty periods. This "rest period" often includes deplaning passengers, exiting the airport, securing local transportation to a rest facility (hotel), getting a meal, preparation for bed at night, waking in time to board transportation back to the airport, transiting the aircraft, performing required aircraft safety equipment checks and being ready for passenger boarding up to an hour before the first flight of the day.

The Senate FAA reauthorization bill as currently written allows for 10 hours rest to be reduced to 9 hours - essentially setting the minimum at 9 hours. This is unacceptable. The House language of 10 hours irreducible rest is the only way to

close this safety loophole and ensure equality for Flight Attendants who must manage more safety, security, and health standards on planes than ever before. Safety requires proper rest for aviation's first responders.

## STOPPING SEXUAL ASSAULT AND HARASSMENT ON PLANES

Flight Attendants, about 80 percent women, are ongoing victims of sexual harassment and sexual assault. More than one-in-three Flight Attendants say they have experienced verbal sexual harassment from passengers, and nearly one-in-five have experienced physical sexual harassment from passengers, in the last year alone. Despite the prevalence of abuse and the emergence of the #MeToo movement, 68 percent of Flight Attendants say they saw no efforts by airlines to address workplace sexual harassment over the last year.

Not that long ago, the industry marketed the objectification of "stewardesses", a job only available to young, single, perfectly polished women who until 1993 were required to step on a weight scale. Our union was formed to give women a voice and to beat back discrimination and misogyny faced on the job. With 80 percent of Flight Attendants organized, we used negotiations, legislation, and the courts to cut our own path and define our role as aviation's first responders. But the industry never denounced the sexist objectification of Flight Attendants, nor the sex appeal of air travel. This sets up an environment on the plane that is not safe for crew or passengers, or at minimum suggests the aircraft cabin is an exception to otherwise socially acceptable behavior and mutual respect.

More than 3,500 Flight Attendants from 29 U.S. airlines participated in the survey. Demographics of participants include gender ratios consistent with national averages of 80 percent women to 20 percent men. Key findings include:

- **68% of Flight Attendants experienced sexual harassment** during their flying careers.
- **35% experienced verbal sexual harassment from passengers** in the last year. Of those, 68% faced it three or more times, and a third, five or more times in the past year.
  - » Flight Attendants describe the verbal sexual harassment as comments that are “nasty, unwanted, lewd, crude, inappropriate, uncomfortable, sexual, suggestive, and dirty.” They also report being subjected to passengers’ explicit sexual fantasies, propositions, request for sexual “favors,” and pornographic videos and pictures.
  - » The most common responses to passenger verbal harassment, by order of frequency, are to avoid further interaction with the passenger, ignore the harassment, or diffuse/deflect the situation.
- **18% experienced physical sexual harassment from passengers** in the last year. More than 40% of those suffered physical abuse three or more times.
  - » Flight Attendants said the physical sexual harassment included having their breasts, buttocks, and crotch area “touched, felt, pulled, grabbed, groped, slapped, rubbed, and fondled” both on top of and under their uniforms. Other abuse included passengers cornering or lunging at them followed by unwanted hugs, kisses, and humping.
  - » The most common responses to passenger physical harassment, by order of frequency, are to avoid further interaction with the passenger, address the harassment directly with the passenger, ignore it, or attempt to diffuse/deflect the situation.
- **Only seven percent of the Flight Attendants who experienced the abuse** have reported sexual harassment to their employer.

- **68% of Flight Attendants say they have not noticed any employer efforts** over the past year to address sexual harassment at work. Alaska, United, and Spirit have led the industry in addressing this issue.

Our Flight Attendant union calls on airports, airlines, and government agencies to immediately enlist everyone traveling in an effort to stop sexual harassment and sexual assault. The greater the discussion around denouncing these acts, the safer all passengers, crew and airport workers will be.

AFA strongly supports forming a stakeholder task force of government agencies, air carriers, Flight Attendant and pilot unions, passenger rights/consumer protection groups, and organizations that specialize in responding to sexual assault and harassment. The purpose of the task force would be to identify guidelines and best practices for responding to sexual assault and harassment aboard commercial aircraft. Based on the findings, the task force would develop minimum standards for training for employees and guidance for incident reporting.

Flight Attendants are optimistic this is the moment where we can put “coffee, tea, or me” behind us and lift our careers.

## IMPROVING AIR QUALITY ON PLANES

Air quality is a serious issue for air travelers and the crews who keep them safe. The Cabin Air Safety Act of 2017 (S.1626) provides practical steps toward a solution to air quality concerns documented over decades of commercial air travel. As the leader in defining hazards affecting flight crews and passengers in order to promote health and safety solutions, AFA encourages support and swift action on this legislation.

AFA’s work on cabin air quality spans decades and includes massive health initiatives such as the smoking ban. Still, an area of major concern is an aircraft design flaw that results in most aircraft supplying the cabin and flight deck with unfiltered ventilation air, which can become contaminated. The Boeing 787 is the only aircraft designed with a different air supply system.

To understand and address this potential hazard, AFA has carefully studied the existing aviation system regulations and the chemical contents



of oil fumes. We actively participate on industry committees and have submitted detailed comments to legislators, regulators, conferences, and researchers. To address the need for crew education and a standardized reporting system, most recently, AFA was an active member of the ICAO working group that collaborated to develop guidelines for airlines/regulators to implement education, training, and standardized reporting practices related to fume events. The focus of the guidelines is exposure to oil fumes, in recognition of the fact that breathing oil fumes onboard can compromise flight safety.

When oil-contaminated air is delivered directly to the flight deck and cabin, crews and passengers may notice a dirty socks type of smell. In rare cases, they may also see a haze or mist. Aviation medicine professionals have recognized since

as early as 1939 that breathing engine oil fumes inflight can impair and incapacitate crews, which compromises flight safety. Despite this, there are no design requirements (such as suitable filtration and chemical sensors) to explicitly prevent exposure to oil fumes onboard. Also, there is no crew reporting system to systematically document and facilitate independent investigations of such “fume events.” Finally, there is no requirement that airline workers be trained to promptly recognize and respond to the presence of air supply system-sourced oil fumes.

***The Cabin Air Safety Act of 2017*** is a strong and practical piece of legislation that would have a meaningful impact by reducing the flight safety and health impacts of exposure to oil fumes onboard. Clean cabin air is necessary for flight safety.

**FOR ADDITIONAL INFORMATION CONTACT STEPHEN SCHEMBS,  
DIRECTOR OF GOVERNMENT AFFAIRS, AT (202) 434-0568 OR  
SSCHEMBS@CWA-UNION.ORG**







# PUBLIC SECTOR

*CWA represents more than 140,000 public, health care and education workers in states from coast to coast, ranging from blue collar to white collar workers, from social workers, educators and health care providers to computer programmers, heavy equipment operators, and corrections and police officers.*

## THE RIGHT TO COLLECTIVE BARGAINING

The fundamental right for public sector workers to organize and bargain collectively has been under intense and sustained assault for decades at the state and local level. We have seen those attacks reach new levels of aggressiveness at the federal level, culminating first in the *Friedrichs* Supreme Court Case and now in the *Janus* Supreme Court case.

Members of Congress can help push back against these corporate efforts to destroy public sector workers' rights by supporting several pieces of legislation.

- **Public Safety Employer-Employee Cooperation Act (H.R. 4846/S. 2845).** The bill would provide collective bargaining rights for public safety officers employed by state and local governments establishing a level playing field for public safety employees in all states. It would direct the Federal Labor Relations Authority (FLRA) to determine whether state laws provide specified rights and responsibilities for public safety officers including the right to form and join a labor organization which will serve as the exclusive bargaining agent and require employers to recognize and agree to bargain with the labor organization. If a state does not allow those rights, the FLRA would issue regulations that would allow for public safety employees to organize and bargain with employers and how to deal with unfair labor practices.vvvvvv

- In the federal government, our sisters and brothers in AFGE have little power to bargain over across-the-board wages--an inherent violation of collective bargaining rights. As a result, we should support their efforts for a 3.2% cost of living raise. Low wages in the federal government--the nation's largest employer--help to drive down wages across the board. **The Federal Adjustment of Income Rates or FAIR Act (H.R. 757/S. 255)** would provide federal workers with the cost-of living adjustment they need.

## ATTACKS ON PENSIONS

From New Jersey to Texas, from New York to California, from Ohio to Florida, and from New Mexico to Massachusetts our public sector members have faced unprecedented attacks on the sanctity of their collectively bargained, defined-benefit pensions.

There has been one key source of this attack: the Laura and John Arnold Foundation. The foundation is headed by a former Enron trader, John Arnold, who later became a billionaire hedge fund manager. Arnold has spent tens of millions of dollars funding efforts to cut our pensions.

He has been helped by other hedge fund and private equity managers, who made their fortune off of our own public pension funds, while providing poor investment returns--costing taxpayers billions of dollars that must come out of essential public services.

CWA Public, Healthcare, and Education Workers (CWA PHEW) takes the position that we need to get our pension funds out of private equity and hedge funds so we can stop financing those who are working politically to eliminate our pensions.

While most of the action on public pensions happens on the state level, on the federal level there are some actions that would assist with ensuring that our pensions remain protected. These include:

- ***Keep Our Pension Promises Act (H.R. 2412/S. 1076)*** While this is a bill targeted at troubled multiemployer pension plans, the rush to cut pensions in the public sector is grounded in the decline of pensions in the private sector. This legislation would stabilize multiemployer plans and ensure that retirees in the private sector are not subjected to devastating cuts.
- ***Putting Main Street First Act (H.R. 2306) and Inclusive Prosperity Act (H.R. 1144/S. 805)*** These bills would establish a Wall Street sales tax on various financial transactions. High-frequency trading on Wall Street puts a drag on the performance of pension fund portfolios, which invest for the long as opposed to short term.
- It is critical that Congress hold hearings on the work that the Arnold Foundation does to undermine pension funds.

## **PRIVATIZATION OF GOVERNMENT SERVICES**

Corporations have for years recognized that an easy way to generate profits is through the public sector, which is why they are always pushing efforts to privatize public services. All privatizations have to do with the relationship between the privatizing firm and public officials, with numerous cases of pay-to-play activity.

In partnership with In The Public Interest, CWA PHEW has launched an effort to get cities to pass the Taxpayer Empowerment Agenda to prevent privatization before it starts. This includes mandating greater transparency, preventing lawbreakers from bidding on contracts, stopping the circumvention of competitive bidding, and mandating a living wage for all workers hired through contracts.

Like pensions, much of the action in this arena is on the state and local level. Senators Ron Wyden (D-OR) and Orrin Hatch (R-UT) have introduced legislation that will mandate effective data collection on privatization of child welfare and foster care services.

***The Child Welfare Oversight and Accountability Act (S.1964)*** would help us get real data on children killed by malfeasance in the for-profit child welfare space and would compel states to set caseworker to child ratios for child welfare workers.

Members of Congress should also demand and hold hearings on:

- The rise of charter schools and the need for the federal government to monitor Educational Management Organizations.
- Privatization of foster care and child protective services, which have led to countless deaths and untold levels of child abuse and neglect.

**PLEASE CONTACT MATTHEW CUNNINGHAM-COOK, CWA RESEARCH ASSOCIATE AT  
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FOR MORE INFORMATION.**

# IUE-CWA

*As the Industrial Division of CWA, IUE-CWA represents a force of 150,000 active and retired men and women united collectively to seek dignity on the job and a secure future for ourselves, our children and all future generations. The Division is headed by President James D. Clark.*

## U.S. MANUFACTURING IS CRITICAL FOR THE U.S. ECONOMY

Every new manufacturing job we create adds another 1.6 jobs to the local service economy, and for every dollar in manufacturing sales, another \$1.34 is added to the economy. Investments in manufacturing have a stronger impact than investments in any other economic sector.

Manufacturing also is one of the pathways to stable, middle class employment for millions of workers across the country. Workers in manufacturing jobs earn 22 percent more in annual pay and benefits than the average worker in other industries.

## TRADE DEALS HAVE ALREADY DESTROYED MILLIONS OF MANUFACTURING JOBS AND LOWERED WAGES

IUE-CWA is committed to fighting back against broken trade deals such as NAFTA and the TPP. The U.S. suffered a 3.4 million net job loss due to just two trade deals – NAFTA and allowing China into the WTO. Most of these were jobs in manufacturing. Overall, sixty thousand U.S. manufacturing facilities closed since NAFTA. One study calculated that the downward pressure on wages and benefits caused by offshoring costs the majority of American households \$2,560 each year.

## SUPPORT POLICIES THAT KEEP JOBS IN AMERICA: THE END OUTSOURCING ACT

**“COMPANIES THAT OUTSOURCE JOBS SHOULDN'T BE SUBSIDIZED BY U.S. TAXPAYERS AND ALLOWED TO DO BUSINESS WITH THE U.S. GOVERNMENT. WE SHOULD ENCOURAGE BUSINESSES TO INVEST HERE AND MAKE SURE TAX-PAYER FUNDED CONTRACTS ARE AWARDED TO COMPANIES THAT EMPLOY AMERICAN WORKERS.”**

**– U.S. SENATOR SHERROD BROWN**

Introduced by Senator Donnelly (D-IN) and Representative Mark Pocan (D-WI,) the **End Outsourcing Act (HR. 4139/ S. 234)** would:

- Ensure that federal contracting policy takes into consideration whether companies have outsourced domestic jobs. Federal contracts, funded by taxpayers, should go to companies that employ American workers.
- Claw back incentives and prohibit companies from receiving tax breaks for outsourcing jobs and factories. Companies that ship jobs to foreign countries should forfeit tax breaks and incentives.
- Create tax incentives for companies that relocate foreign jobs to rural and impoverished communities in the United States. Federal policies should encourage businesses to invest in American communities.

