

July 15, 2021

President Joseph R. Biden
The White House
1600 Pennsylvania Avenue, N.W.
Washington, D.C. 20500

The Honorable Nancy Pelosi
Speaker
United States House of Representatives
Washington, D.C. 20515

The Honorable Charles E. Schumer
Majority Leader
United States Senate
Washington, D.C. 20515

Dear President Biden, Speaker Pelosi and Leader Schumer:

We are writing on behalf of the millions of union members and the tens of millions of working people who would join a union for a voice on the job today if given the chance.

The labor movement is united in our fight to build a better future for the working people of our nation, with racial and economic justice for all. We believe good union jobs that pay a living wage, ensure access to health care and provide for a retirement with dignity are the cornerstone of a good life, where every person, regardless of geography or demography, can access opportunities to thrive.

To ensure all of us have access to good union jobs—no matter where we are from or the color of our skin—we are working together to ensure passage of the American Jobs Plan, which includes the PRO Act and a path to a union for home care workers, along with the Public Service Freedom to Negotiate Act and the American Families Plan.

COVID-19 exposed brutal inequalities in our society that have been putting the American Dream in jeopardy long before the pandemic reached our country. This collective national trauma has forced working people from all walks of life to acknowledge that we can no longer ignore the intertwined crises of inequality, racial injustice and climate change.

Essential workers pushed aside our fears to keep our country going. But far too often, these working people who we all depend on for food, care, transportation, public services, education and other basic needs were forced to risk their health and life to stay on the job. Many of them could not count on adequate health care coverage, paid time off or personal protective equipment.

At the same time, many corporations increased profits by continuing to hold wages down for front-line workers during the crisis. This problem continues to be exacerbated because fewer and fewer working people are able to get a seat at the table and a voice on the job by joining together in unions. Because corporations have successfully rigged the rules to make it very difficult for working people to organize unions, workers in key sectors across our economy are effectively blocked from having a voice on the job. And millions of workers—including those in the fast-growing caregiving sector—have been written out of existing labor law for decades.

Research shows more than 60 million workers would vote to join a union today if given the chance. Across demographics and industries, working people are finding we can accomplish far more together than we can alone, by collective action to improve wages, working conditions and so much more. Now is the time for our laws to catch up. Working people are hungry to build an economy that works for everyone, by creating a fair process for forming a union and investing in our jobs, families and communities. And we are committed to working with you to pass a Build Back Better Union Agenda that includes the following:

1. **American Jobs Plan: Pass the Protecting the Right to Organize (PRO) Act**—The PRO Act will restore the right of workers to freely and fairly form a union and bargain together for changes in the workplace. The PRO Act is landmark worker empowerment, civil rights and economic stimulus legislation. It is an essential part of any plan to build back better from the COVID-19 pandemic and recession. The PRO Act would make it possible for the tens of millions of workers of all races to exercise our freedom to join together and bargain for a better life.
2. **American Jobs Plan: Empower Long-Term Care Workers to Create Sustainable Jobs**—President Biden’s care plan, a bold \$400 billion investment in America’s care infrastructure, creates a path for all home care workers to form a union and funds millions more home care jobs to meet the growing need for care services. It centers the Black, Latina, Asian American and Pacific Islander, and immigrant women who perform the majority of home care work, ensuring they have power to negotiate for higher wages, more stable jobs, and higher standards for those receiving care. In many states, caregivers who provide Medicaid-funded long-term home and community-based services for seniors and people with disabilities do not have the right to join together in a union or face brutal obstacles when they seek to do so—a racist, sexist holdover from the 1930s, when many Black women workers who were domestic or agricultural workers were excluded from labor law. Even care workers in community settings who work for home care agencies or group homes are effectively denied the right to organize into unions by the aggressive anti-worker actions of employers, in violation of federal policy.

The president's care plan ensures that federal dollars will be used to support good union jobs instead of subsidizing nonunion, poverty-wage jobs for essential workers whose services help our loved ones and neighbors live in community settings with independence and dignity. Because these jobs and services are federally funded, it is appropriate to ensure that these workers have a more meaningful opportunity to exercise their rights under law so they can deliver uninterrupted, quality services.

3. **American Jobs Plan: Build America Back Better with Union Labor**—The American Jobs Plan is a broad and long overdue investment in our nation's physical infrastructure that will create good, sustainable union jobs and position the United States to out-compete foreign competitors. Key aspects of the American Jobs Plan include:

- Fixing and modernizing our nation's transportation infrastructure—from roads and bridges to seaports, airports and public transit systems—to be more responsive to the needs of families, communities and industries, help spur greater domestic manufacturing demand and reduce emission from the transportation sector. This will include the installation of 500,000 electric vehicle supply equipment (EVSE) nationwide to be installed by Electric Vehicle Infrastructure Training Program (EVITP)-certified electricians.
- Modernizing and reducing emissions in the nation's power sector by investing significantly in electrical transmission and the electric grid that will increase service reliability and resiliency and deliver more renewable generated electricity to consumers. The American Jobs Plan calls for a 10-year extension of tax credits for clean energy generation to be tied with strong labor standards to ensure the jobs created are good-quality jobs with a free and fair choice to join a union and bargain collectively. There is also significant investment in carbon-free nuclear energy and carbon capture and storage technology that will drastically reduce emissions from traditional forms of power generation and maintain tens of thousands of family-supporting union jobs.
- Revitalizing America's manufacturing sector through significant investment in research and development in key technology sectors, such as semiconductors, advanced communications and energy, and secure U.S. supply chains. This will include broadening "Buy American" requirements, using union construction trades workers to build new facilities and incentivizing employers who return manufacturing to the United States and use union labor.
- Bringing affordable, reliable, high-speed broadband to every community, including rural communities, to close the homework gap and ensure all children have fair access to the internet at home and in the classroom. Broadband providers will be required to be neutral for workers' efforts to organize and bargain collectively and be prohibited from hiring contractors to circumvent collective bargaining agreements.

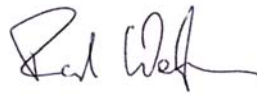
- Ensuring any public or private entity that receives the funding must comply with project labor agreements, prevailing wage and Buy America requirements, and remain neutral if workers seek to form a union and bargain collectively.
4. **Pass the Public Service Freedom to Negotiate Act**—Public service workers are the backbone of our communities, but many can barely afford to put food on the table or live in the communities they serve because of low pay, which is far less than their private sector counterparts who perform similar work. Giving these workers the freedom to negotiate for better pay, benefits and working conditions will give them the respect they deserve.
 5. **Pass the American Families Plan**—The American Families Plan will invest in children, families and our economic future, including affordable child care, paid leave for people who are sick or caring for a family member, and tax credits for working families. This is desperately needed to grow an inclusive middle class, provide fair economic growth for America’s families and help those most impacted by the deadly pandemic that has taken an overwhelming toll on women.

For working people across our country, this is a make or break moment. Throughout history, workers in the labor movement have come together and joined with our allies to create policies that give us the power to organize in unions and build power to transform dangerous, underpaid jobs in factories, mines, and mills into family-supporting careers. This generation of working people looks to you to help us build back better with unions so our children have a brighter future. We are ready to organize to create safe and welcoming workplaces in every sector of the economy, with jobs that pay enough to raise a family, ensure access to good health care, provide the time off to spend with our children and grandchildren, and allow us to retire with dignity. We look forward to working with you to pass the Build Back Better Union Agenda.

In solidarity,



Richard L. Trumka
President, AFL-CIO



Randi Weingarten
President, AFT



Mary Kay Henry
President, SEIU



Lee Saunders
President, AFSCME



Lonnie R. Stephenson
President, IBEW