

CWA 2021-2022 Federal Policy Victories

Due to the work done by CWAers during the 2020 election cycle that helped secure electoral victories for pro-worker officials, we have been able to achieve a number of policy victories by passing bills and executive actions that will help grow our union and ensure that we stay CWA STRONG! While there is a lot of important work left to be done, CWAers and millions of working people across the country are already benefiting from these important policy victories. Here are some highlights:

Creating Good Jobs

- Passed the Infrastructure Investment and Jobs Act to invest over \$40 billion in broadband buildout, and included the **first ever** labor rights protections on federal broadband funding
- Provided \$350 billion in aid to state, local, tribal and territorial governments to prevent public sector worker layoffs during the COVID economic downturn
- Extended the Payroll Support Program through September 30, 2021 to keep passenger service agents and flight attendants on the job while travel remained low
- Significantly strengthened Buy American rules to support U.S. manufacturing

Preventing Union Busting

- Strengthened remedies for employer ULPs, including pay for "consequential damages," such as the costs that a wrongfully fired worker has to pay in penalties for withdrawing funds from a 401(k) due to having been unlawfully terminated
- Started implementation of efforts to protect collective action at work, including broader picketing and striking rights
- Began the process of banning captive audience meetings that employers use to break workers' union organizing drives

Raising Wages and Take-Home Pay

- Raised wages for all federal employees and employees of federal contractors to at least \$15/hour
- Provided millions of workers with \$1,400 payments to help keep families secure through COVID

Strengthening Worker Safety

- Strengthened rules to protect workers from heat stress

Protecting Pensions

- Secured financial assistance for multi-employer pension plans to cover all benefits due through plan year 2051, with no cuts to accrued benefits, even for those plans in difficult financial shape.

This is just a small sample, and we've secured many more pro-worker wins! Scan here to find a more detailed list:



CWA

CWA Legislative Priorities

While CWA has secured a number of critical policy victories, more work remains ahead of us as we confront a rigged democracy, growing wealth inequality, and ongoing attacks on our rights. We are championing legislation that would create good union jobs, raise wages, strengthen our rights on the job, and protect the right to vote to build a stronger economy and safeguard our democracy.

Our current legislative priorities include:

- The ***Protecting the Right to Organize (PRO) Act (H.R. 842/S. 420)***: A landmark worker empowerment bill will help put power in the hands of workers by strengthening protections for workers forming a union, preventing the misclassification of workers as independent contractors, eliminating obstacles for workers to get their first contract, banning the practice of permanent striker replacement, and more;
- The ***Public Service Freedom to Negotiate Act (H.R. 5727)*** requires that all state and local governments provide public employees the right to organize and bargain collectively over wages, hours and other terms and conditions of employment;
- The ***U.S. Call Center Worker and Consumer Protection Act (H.R. 4603/S. 2409)*** stops companies from sending jobs overseas by requiring callers be told the location of the call center to which they are speaking, offering callers the opportunity to be connected to a U.S. based call center, and making U.S. companies who offshore their call center jobs ineligible for certain federal grants and taxpayer-funded loans;
- The ***No Tax Breaks for Union Busting Act (H.R. 8448/S. 4192)*** ends taxpayer subsidies for corporate activity intended to discourage workers from exercising their legally protected right to organize;
- The ***Tax Fairness for Workers Act (H. 2549/S. 1157)*** makes union dues tax deductible for all union members, whether or not they itemize deductions;
- The ***Freedom to Vote: John R. Lewis Act (H.R.5746)*** sets national standards to protect the freedom to vote, ban partisan gerrymandering, overhaul our campaign finance system, and safeguard the electoral process; and
- The anti-democratic filibuster rule has prevented us from advancing some of our key priorities through the Senate because it requires 60 votes rather than a simple majority to pass many pro-worker policies. While we continue work to end the filibuster, we are working to use existing Senate rules to pass transformational priorities that our families and communities need to thrive and solve real problems that working people face—including passing key labor law reforms, ending tax breaks for companies that move jobs overseas, lowering prescription drug costs, and create union jobs in clean energy manufacturing—by up or down majority vote.

Interested in finding out if your Senators and Representatives are supporting a pro-worker agenda? Learn more at <https://scorecard.cwa-union.org/> or by scanning here:



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