

## CWA 2021-2022 Federal Policy Victories

Due to the work done by CWAers during the 2020 election cycle that helped secure electoral victories for President Biden and for pro-worker Senators and Members of Congress, we have been able to achieve a number of policy victories by passing pro-worker 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.

### Creating Good Jobs

- Passed the Infrastructure Investment and Jobs Act to invest over \$40 billion in upgrading broadband infrastructure, 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 ensure that public sector workers weren't laid off during the COVID economic downturn
- Extended the Payroll Support Program (PSP), which ensured that airlines were able to keep flight attendants and passenger service agents on the job, and prevented airlines that accept the funds from laying off or cutting the pay of workers through September 30, 2021.
- Expanded the Paycheck Protection Program (PPP) through the American Rescue Plan to make those loans available to more types of businesses, including TV and radio stations and public broadcasters which employ many NewsGuild-CWA and NABET-CWA members.
- Significantly increased [Buy American](#) requirements on a wide range of goods
- Created 6.4 million jobs—the most in any year in U.S. history

### Raising Wages and Take-Home Pay

- Mandated that all federal employees and employees of federal contractors will be paid at least \$15 per hour
- [Restricted](#) companies' use of non-compete clauses that interfere with workers being able to secure fair wages and working conditions
- Provided tens of millions of workers with \$1,400 payments to help keep families financially secure during the COVID crisis
- Started a [rulemaking](#) to establish overtime protections for salaried workers who are currently wrongly exempted from requirements that they be paid overtime
- Increased the child tax credit to \$300 per child per month for most families

### Stopping Misclassification

- [Reversed](#) a proposed Trump-era rule that would have made it easier for employers to misclassify workers as independent contractors

**CWA**

## Preventing Union Busting

- Strengthened [the use of injunctions](#) to stop employer ULPs during organizing campaigns
- Began the process of [banning captive audience meetings](#) that employers use to break workers' union organizing drives
- Began the process of allowing workers to [use majority sign-up](#) to win union recognition from employers when the employer has no good reason to doubt that a majority of workers selected the union to represent them
- Established a [task force](#) that is working to use [every available tool](#), using executive action, to strengthen workers' right to organize
- Prevented federal contractors from [displacing workers](#) when a contract changes hands
- Started implementation of efforts to protect more collective action at work, in union and non-union workplaces, including [broader picketing rights](#)
- Used [the bully pulpit](#) to pressure companies to stop engaging in 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;
  - Ensuring that unions will have access to talk with workers if employers commit ULPs during an organizing drive;
  - Reimbursement for union collective bargaining expenses after an employer's unlawful failure to bargain

## Strengthening Worker Safety

- [Strengthened](#) rules to protect workers from heat stress
- Banned companies from using forced arbitration clauses to prevent workers from suing their employers over sexual harassment and sexual assault

## Protecting Pensions

- Provided financial assistance through the American Rescue Plan to 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.
- Established a longer period for employers to pay for pension liabilities and stabilized the interest rate used for calculating pension liabilities in order to strengthen pension plan funding

## Preventing Wall Street from Looting Our Employers

- Made it [harder](#) for private equity and hedge funds like Elliott Management and Alden Global Capital to raid employers and cut jobs while securing huge profits for themselves
- [Tightened](#) rules to make it harder for companies to spend money enriching executives and shareholders using stock buybacks instead of hiring and raising wages