

CWA

**WINNING
WITH
BIDEN**

CWA

INTRODUCTION

Since the Biden-Harris Administration took office in 2021, CWA members have secured numerous legislative and policy wins to create good jobs, raise wages, protect our right to organize and bargain, protect our retirements, save us money on energy and prescription drugs, and more.

CWA is endorsing Joe Biden and Kamala Harris for re-election so that we can continue building on this progress!

CREATING GOOD JOBS:

- Invested over \$40 billion in high-speed broadband internet infrastructure projects, and included the first ever labor rights protections on federal broadband funding to create good union jobs
- Provided needed financial support at the height of the COVID crisis to prevent layoffs and help keep hundreds of thousands of state and local employees, flight attendants and passenger service agents on the job
- Strengthened Buy American requirements to create good manufacturing jobs here in the U.S.
- Invested in American-made renewable energy and semiconductors to create tens of thousands of manufacturing jobs
- Biden's U.S. Trade Representative and Department of Labor filed the first ever trade case over violations of the rights of call center workers to help protect call center jobs and end the global race-to-the-bottom of wages and working conditions

CASE STUDY:

After decades of cuts, GE Vernova is in the process of bringing 200 onshore wind turbine component assembly jobs to a facility represented by IUE-CWA Local 301 in Schenectady, NY as a result of Biden's Inflation Reduction Act. The Biden Administration's focus on union jobs helped motivate GE to sign an organizing rights agreement for two potential GE offshore wind factories in New York. When the agreement was announced, Biden commended IUE-CWA and General Electric "for working toward a future where unions help build the middle class again, and the middle class rebuilds America."

CASE STUDY:

Members of CWA Local 4700 connected over half the residents and businesses of Boonville, IN to high-speed internet using funds from President Biden's American Rescue Plan. Similar stories are growing across the country thanks to funding from the American Rescue Plan and the Bipartisan Infrastructure Law.

LOWERING COSTS:

- Allowed Medicare to directly negotiate to lower the price of the highest cost prescription drugs, helping save millions of seniors over \$1,200 per year
- Capped the price of insulin at \$35 per month for Medicare beneficiaries
- Required drug companies to pay rebates to Medicare if they raise prices faster than the rate of inflation, protecting retirees from future price spikes
- Provided working families an average saving of over \$500 per year on energy costs using home energy appliance rebates and tax credits to make homes more energy efficient
- Issued new rules cracking down on junk fees and hidden fees that mega-banks and other big companies charge to take advantage of consumers
- Eliminated red tape in the Public Service Loan Forgiveness Program, enabling billions of dollars in loan forgiveness for public sector workers who had been promised forgiveness for their student loans, but had been unable to receive it as a result of unneeded bureaucrac

RAISING WAGES AND TAKE-HOME PAY:

- Raised the minimum wage for all federal employees and employees of federal contractors to at least \$15 per hour
- Issued a rule guaranteeing millions of more workers the right to earn overtime pay—preventing companies from misclassifying workers as low-level managers in order to exempt them from overtime pay altogether

- Banned non-compete agreements that companies have used to block workers from being able to secure fair wages and working conditions

CASE STUDY:

Thousands of customer service representatives currently organizing to form a union with CWA at Maximus received raises after President Biden's executive order to establish a \$15/hour minimum wage for employees of federal contractors. Many Maximus workers secured raises of \$3/hour or more.

CASE STUDY:

CWA Local 4502 members employed by the city of Columbus, OH received \$1,000 in hazard pay while serving during the COVID-19 pandemic due to funding from Biden's American Rescue Plan.

PREVENTING UNION BUSTING:

- Enhanced remedies for employer ULPs by providing 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) as a result of having been unlawfully terminated
- Strengthened the use of injunctions to quickly stop employer unfair labor practices (ULPs) during organizing campaigns and help workers organize without lengthy delays
- Ensured that employers will need to reimburse unions for the union's collective bargaining expenses after an employer's unlawful failure to bargain

- Secured funding to hire additional staff at the National Labor Relations Board to speed up union representation elections and adjudication of ULP charges
- Restored merit staffing protections for state employment services employees to prevent state governments from retaliating against union supporters
- Passed a new "joint employer" rule that will prevent companies like AT&T and Google from refusing to negotiate with us or dodging responsibility for ULPs by claiming that smaller pass-through companies are responsible

CASE STUDY:

Jesse Mason, a Specialist at Verizon Wireless in Washington, was illegally fired in retaliation for helping successfully form a union with his co-workers with CWA. With strong support from the Biden National Labor Relations Board, Jesse was reinstated and provided with nearly \$15,000 in back pay and about \$8,000 in stock, 401(k) contributions, and other compensation.

PROTECTING OUR RETIREMENT:

- Provided support to ensure that multi-employer pension plans are able to cover all benefits due through plan year 2051, with no cuts to accrued benefits, even for those plans in difficult financial status
- Stabilized the interest rate used for calculating pension liabilities in order to strengthen pension plan funding and keep more pensions secure
- Capped insulin and overall out-of-pocket prescription drug costs for Medicare beneficiaries and enabled Medicare to negotiate lower prescription drug costs

- Enacted a new rule requiring retirement advisors to work in the best interests of their clients, instead of encouraging risky investments that will secure higher fees for the advisors

CASE STUDY:

Over 30,000 CWA members and retirees—including members of IUE-CWA, the NewsGuild-CWA, and the United Furniture Workers—whose pension funds had been in danger of insolvency received support from the Biden Administration that ensures that those funds will be solvent through at least 2051.

STRENGTHENING WORKER SAFETY:

- Signed legislation to initiate a process to protect airline workers on the tarmac from engine ingestion and other hazards
- Required all companies receiving federal broadband funding to allow workers to form democratically selected health and safety committees
- Enacted new policies to improve air quality and temperature controls on aircraft
- Banned companies from using forced arbitration clauses to prevent workers from suing their employers over sexual harassment and sexual assault
- Made it a federal offense to assault a passenger service agent on the job at the airport

We need to re-elect President Biden and Vice President Harris to continue making progress for CWA members. They've committed to work with us to:

- Continue building stronger rules protecting our right to organize, bargain and strike
- Close tax loopholes for multinational corporations and billionaires
- Protect our democracy
- Continue fighting to defend Social Security, Medicare and Medicaid against attacks from extremist politicians
- Lower prescription drug costs

...and more! That's why we're CWA STRONG with Biden-Harris!

CWA