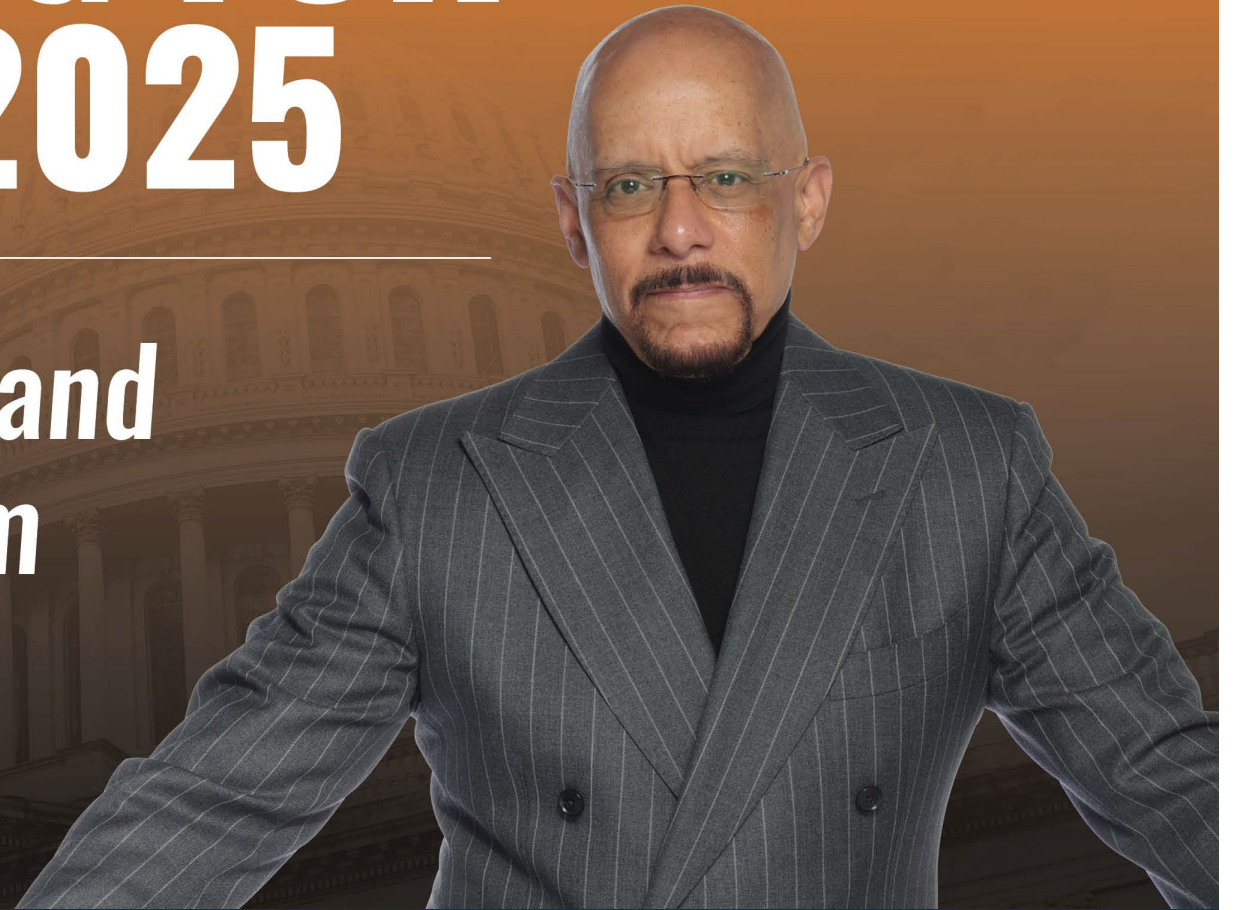


PREPARING FOR PROJECT 2025

*Protecting Unions and
Worker Rights from
Project 2025*



OUR GUESTS



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Weakening Unions & Collective Bargaining

- **Would make it harder for workers to form a union. P. 603**
 - Encourages Congress to discard ‘card check’ as the basis of union recognition and mandate the secret ballot exclusively, the latter of which is more likely to be influenced by pressure from the employer.
- **Would make it easier for employers to use union-busting tactics to break up unions. P. 603**
 - Recommends eliminating the ‘contract bar rule’, which prohibits workers from holding a vote to decertify the election of a union with a collective bargaining agreement with an employer for up to three years.
- **Would make it easier for corporations to discipline or even fire workers for engaging in collective action and organizing. P. 601**
 - Recommends redefining “protected concerted activity” under the law so that workers will be less protected from retaliation when they engage in union organizing.
- **Would outlaw public-sector unions. P. 82**
 - States that public-sector unions are not compatible with government and asks Congress to make them illegal.

Jeopardizing Worker Health & Safety

- **Multiple proposals to remove worker safety measures and make it harder to access healthcare**
 - Directs Congress (and DOL, in its enforcement discretion) to exempt small business, first-time, non-willful violators from fines issued by the Occupational Health and Safety Administration. P.594.
 - Recommends changing DOL's hazard-order regulations to permit teenage workers access to work in dangerous occupations to solve labor shortages, including mines and meatpacking plants. P.595.
 - In addition to attacking the Affordable Care Act, Project 2025 calls for requiring states to have “more robust eligibility determinations” for Medicaid—making it tougher for workers to qualify. P.467.

Pay & Benefits Cuts

- **Encourages employers to offer fewer and worse benefits for workers and their families. P. 697**
 - Recommends setting a cap on tax deductions that employers can claim for benefits they offer workers (any benefits that are valued over \$12,000 a year per employee will be subject to taxes).
- **Undermines overtime for workers.**
 - Recommends changing the way that overtime is calculated to allow employers to combine weeks to avoid paying overtime. P.592.
 - Recommends allowing employees to be compensated for overtime with paid time off, which could eliminate overtime pay in instances where the employer prohibits workers from using it. P.587.
 - Recommends maintaining the salary threshold, below which “white collar” workers receive overtime pay, at \$35,568/year. A federal court recently struck down the Biden Administration’s efforts to periodically raise the threshold and expand overtime protections to millions of Americans. While the DOL has appealed, the Trump Admin. is unlikely to pursue. P.592.

Putting Business Interests First

- **Interferes with business enforcement at the expense of workers. P. 873**
 - Suggests that the President should be given the power to remove independent commissioners of the Federal Trade Commission at will, which could lead to corrupting the commission with an agenda that favors business over workers.
- **Calls for privatizing the administration of unemployment benefits. P. 605**
 - Encourages the DOL to approve non-public worker organizations as unemployment administrators, which could impact the quality of these critical services for workers.

Weakening Worker Discrimination Protections

- **Pushes back against efforts intended to prevent discrimination within the workforce.**
 - Recommends abolishing diversity, equity, and inclusion programs and offices, including, but not limited to, within the Department of Defense and the Treasury Department. P.103 & 708.
 - Calls for prohibiting the Equal Employment Opportunity Commission (EEOC) from collecting employment data based on race/ethnicity, which is used to prove and protect against discrimination, and to give the President the power to remove independent commissioners of the EEOC at will. P.583 & 873.
 - States that “disparate impact theory”—intended to protect against unintentional discriminatory policies or practices and has helped to advance equality and civil rights in employment, housing and many other areas—should be eliminated under the Civil Rights Act and other laws. P.583.
 - Recommends restricting employment discrimination protections based on sexual orientation to the hiring and firing context only. P.584.



Questions