

## Major Categories of Proposals and Examples

In collaboration with every member of the Task Force, the fourth section of this report includes nearly 70 recommendations to use the existing authorities of the Executive Branch to empower workers and to remove longstanding barriers to organizing.

These proposals address many of the obstacles workers face, including: difficulties gaining access to union organizers at their workplaces; threats and instances of retaliation by employers against workers exercising their rights; a lack of awareness of their rights to organize and bargain collectively; existing difficulties when workers try to secure help from federal agencies in protecting these rights; and more. In addition, unionized employers are undercut in the federal contracting and grants processes by non-union employers that pay workers lower wages and offer fewer benefits.

Bearing those facts in mind, the Task Force's recommendations are designed to:

- 1. Position the federal government as a model actor.** The federal government will promote broader labor-management engagement, as we know that such engagement helps to make the government more effective. The federal government will also provide greater access and information to unions seeking to represent and build membership among the federal workforce. Examples include:
  - The Office of Personnel Management will launch a set of strategies that will remove unnecessary barriers in federal workplaces that impede unions' ability to organize federal workers and increase their membership.
  - Four agencies, including the General Services Administration and the Department of Interior – will eliminate barriers to union organizers being able to talk with employees on federal property about the benefits of organizing a union. This will include both federal employees and private sector employees of federal contractors.
  
- 2. Use the federal government's authority to support worker empowerment by providing information, improving transparency, and making sure existing pro-worker services are delivered in a timely and helpful manner.** Examples include:
  - Four agencies – the Department of Labor, the Department of Defense, the Small Business Administration, and the Department of Health and Human Services – will act to expand awareness of workers' organizing rights and employers' responsibilities when workers are trying to organize.
  - The National Labor Relations Board, the Federal Mediation and Conciliation Service, the National Mediation Board, and the Federal Labor Relations Authority each has a role to play in the process by which workers vote to join a union and take the necessary steps to enter into an agreement with their employer. These agencies are strongly encouraged to work more closely together to facilitate worker organizing and collective bargaining.
  - The Department of Labor will become a resource center, providing materials on the advantages of union representation and collective bargaining. This information can be used

by other agencies, workers, and businesses looking to better communicate about and support worker organizing.

**3. Use longstanding authority to leverage the federal government’s purchasing and spending power to support workers who are organizing and pro-worker employers.** Examples include:

- Twelve agencies will attach preferences or otherwise encourage strong labor standards for recipients of federal grants and loans.
- Four agencies – the Department of Labor, the Office of Management and Budget, the Department of Defense, and the Department of Health and Human Services – will help ensure that federal contract dollars are not spent on anti-union campaigns and that the anti-union campaign activities by federal contractors are publicly disclosed.

Overall, the number and breadth of ideas presented to the Task Force is both inspiring and unprecedented, and they reflect a dedication that meets the mandate of this Task Force. Many of the most significant proposals the Task Force considered are included in this report as recommendations, but other equally significant proposals will require more investigation and collaboration between the Task Force and the relevant Executive Branch agencies before any recommendation can be made.

Therefore, the Task Force’s final recommendation is that the President direct the Task Force to continue this important work, and to submit a supplemental report, including a report on progress to date and additional recommendations, six months from the date of this report.