

DEPARTMENT OF LABOR INITIATIVES TO SUPPORT WORKER ORGANIZING AND EMPOWERMENT

President Biden has endorsed the recommendations contained in the report of the Task Force on Worker Organizing and Empowerment, the first-ever government-wide effort to find ways for the government's policies and practices to promote worker organizing and collective bargaining. The Task Force was created on April 26, 2021 via Executive Order 14025. It is chaired by Vice President Kamala Harris and Vice Chaired by Secretary of Labor Marty Walsh. More than 20 Cabinet and White House agencies and offices are represented on the Task Force.

Fully one in five of the Task Force's recommendations involve action by the U.S. Department of Labor, underscoring DOL's leading role in protecting and advancing the rights of U.S. workers and Secretary Walsh's commitment to this work. The actions DOL will take will:

- **Ensure workers know their organizing and bargaining rights.** Research shows that collective bargaining improves wages and working conditions, particularly for women and people of color. DOL will expand [worker.gov](https://www.dol.gov/worker.gov), a plain-language website with information on key workplace rights. DOL will better ensure compliance with Executive Order 13496, which requires federal contractors to inform employees of their organizing and bargaining rights, and will work with other agencies and programs to get the E.O. 13496 notice in the hands of more workers.
- **Better protect workers who face illegal retaliation when they organize and stand up for their workplace rights.** DOL will launch an anti-retaliation initiative, in coordination with the National Labor Relations Board (NLRB) and Equal Employment Opportunity Commission (EEOC), to better ensure that workers have effective recourse if they face illegal retaliation for exercising their rights.
- **Establish a Resource Center on unions and collective bargaining.** This will increase awareness of the **benefits of collective bargaining** and labor-management partnerships, particularly for women and workers of color, so that workers, employers, and policymakers can access and use this information. Centralizing this information will make it more readily available.
- **Shed light on employers' use of anti-union consultants**, often hired to defeat union organizing drives, and require disclosure of whether the companies hiring anti-union consultants are federal contractors.
- In partnership with the Department of Commerce and other agencies, DOL will **collect and report more information on unions and their role in the U.S. economy**, including union membership, the benefits of collective bargaining, the impacts of employer anti-union campaigns, and other related issues to help inform workers, employers and policymakers.
- In furtherance of a recent Office of Management and Budget controller alert, ensure that unions are not incorrectly excluded from federal **grants and contracts** awarded by the Department of Labor.
- Help ensure that workers are not wrongly deprived of their organizing and bargaining rights by increasing compliance assistance and enforcement efforts to prevent the pervasive practice of **misclassification** of workers as independent contractors – a practice that illegally deprives workers of their rights under wage and hour, anti-discrimination, organizing, and other laws.



- Strengthen and improve compliance with laws designed to protect the wages and benefits of workers on federal contracts by:
 - » Coordinating the work of agency labor advisors, appointed by each government agency to assist with compliance issues;
 - » Undertaking a comprehensive rulemaking to update and strengthen regulations under the Davis-Bacon and Related Acts;
 - » Increasing compliance and enforcement activities under the Service Contract Act.
- Work with OMB to help ensure that contracting officials have the information they need to determine whether companies are “responsible contractors” by exploring the feasibility of establishing an integrated data approach of employer violations of labor and employment laws.
- Help promote high-road labor practices by recipients of federal grants and contracts by working with the White House to implement a job quality matrix that gives guidance on how to support high road practices through the grants and contracting process.
- Promote quality apprenticeships and training programs in partnership with the White House, HUD, and other offices and agencies.

