

# Task Force on Worker Organizing and Empowerment

Progress to Date as of March 20, 2023

| Agency | Recommended Action <sup>1</sup>  | Progress to Date  | Related Links  |
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| DOC    | The Commerce Department will include, as appropriate, labor unions in advisory committee Membership Balance Plans; and will conduct more outreach to labor unions about opportunities to submit nominations for advisory committees (pg. 42).                          | Commerce has increasingly included labor unions as part of its advisory committee Membership Balance Plans as it renews charters or issues a call for nominations for new members. On May 26, 2022, Secretary Raimondo re-established the National Advisory Council on Innovation & Entrepreneurship (NACIE) and named Liz Shuler, President of the AFL-CIO, to the Council. On May 4, 2022, the Commerce Department launched the National Artificial Intelligence Advisory Committee and named Amanda Ballantyne of the AFL-CIO to the Committee. On January 12, 2023, Secretary Raimondo appointed Donald "D" Taylor, President of UNITE HERE, to the 2023-2024 U.S. Travel and Tourism Advisory Board. | <a href="https://eda.gov/news/press-releases/2022/05/26/nacie.html">https://eda.gov/news/press-releases/2022/05/26/nacie.html</a><br><br><a href="https://www.commerce.gov/news/press-releases/2022/05/commerce-department-launches-national-artificial-intelligence-advisory">https://www.commerce.gov/news/press-releases/2022/05/commerce-department-launches-national-artificial-intelligence-advisory</a><br><br><a href="https://www.ai.gov/naiac/#MEMBERS">https://www.ai.gov/naiac/#MEMBERS</a><br><br><a href="https://www.commerce.gov/news/press-releases/2023/01/secretary-raimondo-appoints-members-us-travel-and-tourism-advisory">https://www.commerce.gov/news/press-releases/2023/01/secretary-raimondo-appoints-members-us-travel-and-tourism-advisory</a> |
| DOC    | The Commerce Department will report on the success of its strategy for creating jobs with strong labor standards in the National Telecommunications and Information Administration (NTIA) program so other agencies may consider adopting a similar approach (pg. 37). | The Notice of Funding Opportunity (NOFO) for the Broadband, Equity, Access, and Deployment program, Digital Equity programs, and Enabling Middle Mile Broadband Infrastructure programs launched on May 13, 2022 and includes strong labor standards. Labor standards require consultation with labor unions; prioritize labor law compliance; require a highly-skilled workforce; incentivize prevailing wage and the use of a unionized workforce; make workforce development an eligible use of grant funds; and provide encouragement and authority to use labor peace agreements.  | <a href="https://broadbandusa.ntia.doc.gov/sites/default/files/2022-05/BEAD_NOFO.pdf">https://broadbandusa.ntia.doc.gov/sites/default/files/2022-05/BEAD_NOFO.pdf</a><br><br><a href="https://broadbandusa.ntia.doc.gov/sites/default/files/2022-05/DE%20PLANNING%20GRANT%20NOFO.pdf">https://broadbandusa.ntia.doc.gov/sites/default/files/2022-05/DE%20PLANNING%20GRANT%20NOFO.pdf</a><br><br><a href="https://broadbandusa.ntia.doc.gov/sites/default/files/2022-">https://broadbandusa.ntia.doc.gov/sites/default/files/2022-</a>  |

<sup>1</sup> Page numbers refer to the Task Force’s February 2022 report: <https://www.whitehouse.gov/wp-content/uploads/2022/02/White-House-Task-Force-on-Worker-Organizing-and-Empowerment-Report.pdf>. Actions without page numbers are new actions Agencies have developed since the release of the report.

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|            |   |   | <a href="#">05/MIDDLE%20MILE%20NOFO.pdf</a>  |
| <b>DOC</b> | A Memorandum of Understanding (MOU) was formed with the Department of Labor.  | On June 21, 2022, the Departments of Commerce and Labor ratified a Memorandum of Understanding (MOU) that codifies multiple areas of collaboration between the two departments aimed at promoting good jobs and equity. As part of this initiative, the Departments of Labor and Commerce jointly released a shared vision of job quality and a set of Good Jobs Principles.  | <a href="https://www.dol.gov/sites/dolgov/files/goodjobs/Good-Jobs-Summit-Principles-Factsheet.pdf">https://www.dol.gov/sites/dolgov/files/goodjobs/Good-Jobs-Summit-Principles-Factsheet.pdf</a>  |
| <b>DOC</b> | The Commerce Department will implement its Good Jobs Challenge in a manner that increases opportunities to expand registered apprenticeship and labor-management partnership training programs (pg. 40).    | The Economic Development Administration (EDA) received 509 applications for the Good Jobs Challenge, with more than 100 proposals that are from or include labor partners or will place workers into union jobs. In early August 2022, 32 awards were announced. Half of those awards include labor unions, and several awards focus on expansion of Registered Apprenticeships (RAs). The President's FY24 budget has asked for \$100 million to continue the Good Jobs Challenge. | <a href="https://eda.gov/files/arpa/good-jobs-challenge/EDA-ARPA-Good-Jobs-Fact-Sheet.pdf">https://eda.gov/files/arpa/good-jobs-challenge/EDA-ARPA-Good-Jobs-Fact-Sheet.pdf</a>  |
| <b>DHS</b> | The Department of Homeland Security (DHS) will issue a Determination that expands the scope of national-level bargaining for the Transportation Security Administration (TSA) screening workforce (pg. 20). | On December 30, 2022, TSA Administrator Pekoske issued a new Determination on Transportation Security Officers and Collective Bargaining (Determination) providing for an expanded scope of national-level bargaining for the non-supervisory screening workforce. This Determination was developed in consultation with the American Federation of Government Employees.   | <a href="https://www.tsa.gov/news/press/statements/2022/12/30/statement-regarding-pay-parity-tsa-employees">https://www.tsa.gov/news/press/statements/2022/12/30/statement-regarding-pay-parity-tsa-employees</a><br><br><a href="https://www.tsa.gov/news/press/releases/2023/01/17/tsa-highlights-its-top-accomplishments-2022">https://www.tsa.gov/news/press/releases/2023/01/17/tsa-highlights-its-top-accomplishments-2022</a> |
| <b>DHS</b> | Consistent with Secretary Mayorkas's October 12, 2021 directive, the Department of Homeland Security will develop and implement immigration   | Immigration and Customs Enforcement (ICE), Customs and Border Protection (CBP), and U.S. Citizen and Immigration Services (USCIS) have completed their  | <b>Sec. Mayorkas memo:</b><br><a href="https://www.dhs.gov/publication/memorandum-worksite-">https://www.dhs.gov/publication/memorandum-worksite-</a>  |

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|                   | <p>enforcement policies that facilitate the important work of the Department of Labor (and other sister agencies) to protect organizing and collective bargaining rights and enforce wage, workplace safety, and other standards. As longer-term undertakings, DHS should be instructed to: (1) conduct a comprehensive Department-wide policy review to ensure that DHS policies support the enforcement of employment and labor standards, including the rights to organize and bargain collectively; and (2) develop component plans to ensure that victims of, and witnesses to, labor exploitation and unfair labor practices are unafraid to cooperate with law enforcement in its investigation and prosecution of unscrupulous employers (pg. 29).</p> | <p>reviews of existing policies and developed plans (currently being implemented) to achieve the Department-wide goals set forth in Secretary Mayorkas's October 2021 memo.</p> <p>The most critical element of these plans was announced on January 13, 2022, when DHS began implementing a streamlined process for the consideration of deferred action requests supported by labor enforcement agencies. Under the announced process, labor enforcement agencies (at the federal, state, or local level) can ask that DHS consider workers within the scope of their investigations for deferred action. Those workers can, in turn, request deferred action through a newly-established central intake point and receive expedited adjudication of their request. DHS is now conducting extensive outreach, particularly focused on non-federal labor enforcement agencies, to educate these stakeholders about the process and facilitate the agencies' ability to access it in support of their enforcement missions.</p> | <p><a href="#">enforcement</a></p> <p><b>January 13, 2022 press release announcing the process enhancements for consideration of deferred action:</b><br/> <a href="https://www.dhs.gov/news/2023/01/13/dhs-announces-process-enhancements-supporting-labor-enforcement-investigations">https://www.dhs.gov/news/2023/01/13/dhs-announces-process-enhancements-supporting-labor-enforcement-investigations</a></p> <p><b>DOL has published FAQs on the process for seeking DOL support for requests for DHS prosecutorial discretion:</b><br/> <a href="https://www.dol.gov/agencies/oa/sp/resources/prosecutorial-discretion">https://www.dol.gov/agencies/oa/sp/resources/prosecutorial-discretion</a></p> |
| <p><b>DHS</b></p> | <p>The Department of Homeland Security will continue efforts to develop a job aid and training to ensure its contracting officers and acquisition workforce understand the full scope of federal labor rights and protections, including (1) the procedures to correctly apply collective bargaining agreements to labor standards contracts covered by the Service Contract Act; (2) how to obtain appropriate DOL wage determinations when prevailing wage laws apply to a contract; and (3) how to properly apply DOL wage determinations (pg. 36).</p>   | <p>New Job Aid published on December 3, 2021, and a DOL-led trainings were conducted on December 9, 2021, February 2, 2022, Nov 14-15, 2022, and Feb 27-28, 2023. Additional trainings are scheduled for May 18-19, 2023. DHS will continue to offer this instructor-led virtual class at least twice each fiscal year.</p>   |  |

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| <b>DHS</b> | DHS will re-establish and institutionalize labor-management forums and pre-decisional involvement across the Executive Branch (pg. 19).   | Labor-management forums were re-established.  |   |
| <b>DHS</b> | DHS and the Transportation Security Administration (TSA) have issued guidance, consistent with security policy, to airport and aircraft operators regarding recommended practices to facilitate unescorted union-official access to airport sterile areas. As TSA recognized in its guidance, such access is critical to increasing worker knowledge about the right to join or organize a union. | The Information Circular (IC), Union Official Access to the Sterile Area, was signed on July 14, 2022. On September 1, 2022, TSA briefed the IC to airport operators and aircraft operators, and the IC was posted for stakeholders the next day.                   |   |
| <b>DOD</b> | The Department of Defense (DOD) will review existing guidance, consider developing consistent policies and best practices, and consider issuing standardized guidance across the Department to ensure union organizers can access bases and installations (pg. 21).   | DOD previously developed consistent policies for installation access control. In January of 2023, DOD developed and distributed a brochure providing non-DOD personnel guidance on the installation access control process in consistent, easy-to-understand terms. |   |
| <b>DOD</b> | The Department of Defense will expand guidance on dealing with labor disputes and maintaining sound labor relations, including referrals to FMCS.   | A memorandum was issued in July 2022.   | <a href="https://www.acq.osd.mil/dpap/policy/policyvault/USA001036-22-DPC.pdf">https://www.acq.osd.mil/dpap/policy/policyvault/USA001036-22-DPC.pdf</a> |
| <b>DOD</b> | The Department of Defense will promulgate additional guidance to contracting officials about regulations holding that certain labor relations costs are “unallowable” and, therefore, cannot be paid with federal contracting funds (pg. 23).   | A memorandum was issued in July 2022.   | <a href="https://www.acq.osd.mil/dpap/policy/policyvault/USA001036-22-DPC.pdf">https://www.acq.osd.mil/dpap/policy/policyvault/USA001036-22-DPC.pdf</a> |

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| <b>DOD</b> | The Department of Defense will emphasize and verify that its contractors comply with regulations regarding notification of employee rights under the National Labor Relations Act; increase awareness/compliance with E.O. 13496 notice; and emphasize and verify that contractors comply with rules requiring notice posting (pg. 25).  | A memorandum was issued in July 2022.  | <a href="https://www.acq.osd.mil/dpap/policy/policyvault/USA001036-22-DPC.pdf">https://www.acq.osd.mil/dpap/policy/policyvault/USA001036-22-DPC.pdf</a> |
| <b>DOD</b> | The Department of Defense will provide additional guidance on allowability of positive labor relations costs (pg. 27).   | A memorandum was issued in July 2022.  | <a href="https://www.acq.osd.mil/dpap/policy/policyvault/USA001036-22-DPC.pdf">https://www.acq.osd.mil/dpap/policy/policyvault/USA001036-22-DPC.pdf</a> |
| <b>DOD</b> | The Department of Defense will support labor-management partnerships at the level of exclusive representative.   | A Defense Civilian Personnel Advisory Service (DCPAS) Numbered Message was issued in March 2022.   | -   |
| <b>DOD</b> | The Department of Defense will promote labor management forums and labor management cooperation.   | The Department of Defense Assistant Secretary of Defense (DASD) for Civilian Personnel Policy (CPP) (DASD(CPP)) is utilizing national consultation framework (FLMRS) to meet with national unions.   |   |
| <b>DOD</b> | The Department of Defense will conduct a detailed review of the bargaining unit status codes of employees in positions who are eligible to be included in a certified bargaining unit to assess whether any employees are in positions that may have inadvertently been miscoded or excluded. Upon completion of this review, the Department will analyze any employees that remain in this category for trends or potential barriers. Finally, the Department will undertake educational efforts to ensure labor relations practitioners understand bargaining unit status terminology and criteria, and that they are able to provide sound guidance on this topic (pg. 19). | This process began in March 2022. Corrections were made to 6,500 erroneous codes. The Department convened an enterprise-wide working group to review and validate remaining coding for positions excluded under the Statute, with emphasis placed on those positions excluded on the basis of national security. The initial projected completion date is late August 2023 with plans to update eligibility lists semi-annually. |   |

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| <b>DOE</b>     | The Department of Energy (DOE) will continue strengthening U.S. manufacturing requirements across science and energy programs to better ensure the technologies that are funded by DOE are substantially manufactured in the United States (pg. 37).  | On November 15, 2021, a financial assistance letter was issued providing guidance on implementing strengthened U.S. manufacturing requirements in awards made by DOE Science and Energy programs. By August 2022, DOE put processes in place for reporting to the new Undersecretary for Infrastructure to ensure these requirements are met.  | <a href="https://www.energy.gov/gc/determination-exceptional-circumstances-decs">https://www.energy.gov/gc/determination-exceptional-circumstances-decs</a>  |
| <b>DOE</b>     | The Department of Energy has already convened senior leaders across the Department to identify opportunities to support the creation of quality jobs through procurement, loan guarantees through the DOE Loan Program Office, and financial assistance activities (including demonstration projects), based on impact and feasibility for implementation (pg. 31). | DOE developed guidance to integrate job quality and labor standards into infrastructure spending. The first funding opportunities to contain these labor standards were DOE's funding opportunity announcements released on May 2, 2022, for \$3.16B to support battery manufacturing, processing, and recycling. DOE has created a Community Benefits Plan FAQ webpage to provide guidance to funding applicants on how they can support worker empowerment. DOE is also procuring software to better track Davis-Bacon Act compliance on Bipartisan Infrastructure Law (BIL)-funded projects and is developing data reporting processes to track job creation and training outcomes. | <a href="https://www.energy.gov/articles/biden-administration-announces-316-billion-bipartisan-infrastructure-law-boost-domestic">https://www.energy.gov/articles/biden-administration-announces-316-billion-bipartisan-infrastructure-law-boost-domestic</a><br><br><a href="https://www.energy.gov/clean-energy-infrastructure/community-benefits-plan-frequently-asked-questions-faqs">https://www.energy.gov/clean-energy-infrastructure/community-benefits-plan-frequently-asked-questions-faqs</a> |
| <b>DOE</b>     | The Department of Energy will continue to publish the U.S. Energy and Employment Report on an annual basis to provide key labor statistics and allow for data-driven action and accountability (pg. 44).  | The 2022 U.S. Energy and Employment Report (USEER) was published on June 28, 2022. DOE has also held the first convening of the interagency Energy Jobs Council, which oversees the USEER. DOE is currently gathering data to be published later this year in the 2023 USEER.  | <a href="https://www.energy.gov/us-energy-employment-jobs-report-useer">https://www.energy.gov/us-energy-employment-jobs-report-useer</a>  |
| <b>DOE/DOL</b> | A Memorandum of Understanding (MOU) between the DOE and Department of Labor (DOL) was established.  | DOE and DOL have signed a Memorandum of Understanding (MOU) detailing how both agencies will coordinate and collaborate on workforce development, labor standards, and stakeholder engagement. The agencies have been meeting weekly to collaborate on the items identified in the MOU. These meetings will be happening biweekly going forward.   | <a href="https://www.dol.gov/sites/dolgov/files/OPA/newsreleases/2022/06/OSEC%20DOE%20MOU.pdf">https://www.dol.gov/sites/dolgov/files/OPA/newsreleases/2022/06/OSEC%20DOE%20MOU.pdf</a>  |

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| <p><b>DOL</b></p> | <p>The Department of Labor will review rules and policies on persuader reporting and take all appropriate actions to strengthen its rules and enforcement to ensure maximum compliance and reporting of persuader activity (pg. 23).</p>  | <p>The Office of Labor-Management Standards (OLMS) published an updated factsheet on persuader reporting obligations; established a new tip line; and established partnership with the National Labor Relations Board (NLRB) to send letters to employers and unions on employer and consultant reporting obligations and obtain monthly updates of final NLRB 8(a) unfair labor practice findings to publish on OLMS website. OLMS has updated its website for easier navigation of persuader reports and is in the process of developing a new search engine for these reports. OLMS has established an internal enforcement working group to focus on employer surveillance reporting obligations.</p> | <p><a href="https://www.dol.gov/sites/dolgov/files/OLMS/regs/compliance/LM10_FactSheet.pdf">https://www.dol.gov/sites/dolgov/files/OLMS/regs/compliance/LM10_FactSheet.pdf</a></p> <p><a href="https://www.dol.gov/agencies/olms/compliance-assistance/persuader-reporting-tip-line">https://www.dol.gov/agencies/olms/compliance-assistance/persuader-reporting-tip-line</a></p> <p><a href="https://blog.dol.gov/2022/09/15/how-were-ramping-up-our-enforcement-of-surveillance-reporting">https://blog.dol.gov/2022/09/15/how-were-ramping-up-our-enforcement-of-surveillance-reporting</a></p> |
| <p><b>DOL</b></p> | <p>Direct Office of Labor-Management Standards (OLMS) to consider proposing a revision to its rules to require disclosure on the LM-10 form as to whether the filer is a federal contractor (i.e., request the filer’s unique entity identifier), whether the persuader activity relates to employees working on or in connection with the federal contract, and with which agency or agencies the employer contracts (pg. 23).</p> | <p>A Notice of Proposed Rulemaking (NPRM) published on September 13, 2022. The comment period has closed, and OLMS is reviewing comments and deciding on next steps.</p>  | <p><a href="https://www.federalregister.gov/documents/2022/09/13/2022-19229/revision-of-the-form-lm-10-employer-report">https://www.federalregister.gov/documents/2022/09/13/2022-19229/revision-of-the-form-lm-10-employer-report</a></p>   |
| <p><b>DOL</b></p> | <p>The Department of Labor will lead a coordinated, government-wide initiative to increase awareness among workers of their federally-protected rights to organize and bargain collectively with their employers, including using the workplace notice that Executive Order No. 13496 requires federal contractors to post (pg. 24).</p>  | <p>The National Labor Relations Act (NLRA) rights notice required under E.O. 13496 has been refreshed and distributed to agencies. The NLRA content on worker.gov has been updated. The online Worker Organizing Resource and Knowledge Center and Know Your Rights toolkit launched Labor Day 2022. The Veterans' Employment and Training Service (VETS) has shared the Department's information on organizing and bargaining rights with the National Veterans’ Technical Assistance Center (NVTAC), which has added it to a new Workers Rights Resources page.</p>   | <p><a href="https://www.dol.gov/sites/dolgov/files/olms/regs/compliance/eoposters/employeerightsposter11x17_2019final.pdf">https://www.dol.gov/sites/dolgov/files/olms/regs/compliance/eoposters/employeerightsposter11x17_2019final.pdf</a></p> <p><a href="https://worker.gov">worker.gov</a></p> <p><a href="https://www.dol.gov/general/workcenter/know-your-rights-toolkit">https://www.dol.gov/general/workcenter/know-your-rights-toolkit</a></p> <p><a href="https://www.dol.gov/general/workcenter">https://www.dol.gov/general/workcenter</a></p>  |

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|            |  |  | <a href="https://nvtac.org/veterans/workers-rights/">https://nvtac.org/veterans/workers-rights/</a>  |
| <b>DOL</b> | DOL's Know-Your-Rights initiative will include collaboration and work between the Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) and Office of Labor-Management Standards (OLMS) (pg. 24). | The poster required by E.O. 13496 has been refreshed. OFCCP sent a stakeholder message about the poster requirement. OFCCP's website includes information about the notice, and information is included in OFCCP's compliance materials: a directive, FAQs on E.O. 13496, including links to the posters, and a compliance assistance guide on E.O. 13496. OLMS and OFCCP updated their Memorandum of Understanding (MOU). The DOL Good Jobs Initiative is working with agencies to promote distribution of the notice to grantees. A joint OLMS/OFCCP blog post was published on the DOL website. Direct stakeholder engagement on the notice posting requirement is forthcoming. | <a href="https://content.govdelivery.com/accounts/USDOLOFCCP/bulletins/31d75f8">https://content.govdelivery.com/accounts/USDOLOFCCP/bulletins/31d75f8</a><br><a href="https://www.dol.gov/agencies/ofccp/faqs/executive-order-13496">https://www.dol.gov/agencies/ofccp/faqs/executive-order-13496</a><br><a href="https://www.dol.gov/agencies/ofccp/compliance-assistance/executive-order-13496">https://www.dol.gov/agencies/ofccp/compliance-assistance/executive-order-13496</a><br><a href="https://blog.dol.gov/2022/08/26/the-employee-rights-poster-is-a-gateway-to-knowledge">https://blog.dol.gov/2022/08/26/the-employee-rights-poster-is-a-gateway-to-knowledge</a> |
| <b>DOL</b> | DOL will expand worker.gov, a plain language website with information on workers' rights under key workplace laws, including the National Labor Relations Act (NLRA) (pg.25).  | Content on worker.gov relating to organizing and bargaining rights and protections against retaliation for exercising these rights is complete. The National Labor Relations Board (NLRB) contributed significant content to the site. Five languages will be added in 2023.   | <a href="http://www.worker.gov">www.worker.gov</a>   |



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| <p><b>DOL</b></p> | <p>The Department of Labor will create a resource center for workers, employers, the general public, and other government agencies, on the benefits of unionization and labor-management partnerships to workers, employers, and communities; and, subject to available funds and authorities, to explore establishing a new office, center, or initiative to provide greater visibility to this activity. DOL, in consultation with the National Labor Relations Board (NLRB), the Federal Mediation and Conciliation Service (FMCS), and other agencies, should develop materials on the rights to organize and collective bargaining, including achievements of successful collective bargaining relationships, and identify opportunities to bring visibility to these relationships. DOL and other agencies should actively identify and pursue opportunities to raise awareness about worker organizing and collective bargaining, to promote the benefits of collective bargaining relationships, and to publicize the importance of unions to achieving economic fairness and racial and gender justice (pgs. 25-26).</p> | <p>The Worker Organizing Resource and Knowledge (WORK) Center launched on Labor Day 2022, with content on unions 101, the union advantage, successful labor-management partnerships, and related topics. NLRB, FMCS, and Federal Labor Relations Authority (FLRA) have provided content for the site. A Regular Organizing at WORK newsletter is sent to subscribers.</p>                                  | <p><a href="http://www.dol.gov/WORKcenter">www.dol.gov/WORKcenter</a></p>  |
| <p><b>DOL</b></p> | <p>DOL will update and strengthen its Memoranda of Understanding (MOUs) with the National Labor Relations Board (NLRB) and make all necessary changes to ensure that workers alleging retaliation when they are engaged in concerted activity receive the full protection of the law. DOL and other relevant agencies should strengthen their coordinated efforts to make referrals to ensure that workers are protected against retaliation when they are involved in a labor dispute (pg. 28).</p>  | <p>The Wage and Hour Division (WHD) and NLRB updated their MOU; in November 2021, DOL, Equal Employment Opportunity Commission (EEOC) and the NLRB announced a joint initiative to raise awareness about retaliation and engage in greater inter-agency collaboration. The WHD released a Field Assistance Bulletin in March 2022, which includes directions to the field to coordinate with the NLRB.</p> | <p><a href="https://www.dol.gov/newsroom/releases/whd/whd20220106">https://www.dol.gov/newsroom/releases/whd/whd20220106</a></p> <p><a href="https://www.dol.gov/newsroom/releases/sol/sol20211110">https://www.dol.gov/newsroom/releases/sol/sol20211110</a></p> <p><a href="https://www.dol.gov/sites/dolgov/files/WHD/fab/fab-2022-2.pdf">https://www.dol.gov/sites/dolgov/files/WHD/fab/fab-2022-2.pdf</a></p> |

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| <p><b>DOL</b></p> | <p>The DOL will continue to prioritize action to prevent and remedy the misclassification of workers as independent contractors, through (1) rigorous enforcement, (2) partnerships with other relevant federal and state agencies, such as the Internal Revenue Service and the Department of Transportation, (3) guidance, rules and/or education for employers and workers, as needed, and (4) robust outreach to workers, employers, unions, and worker advocates (pgs. 28-29).</p> | <p>The Wage and Hour Division (WHD) has engaged in robust enforcement and outreach focused on low-wage vulnerable workers, including enforcement initiatives in industries with pervasive misclassification. WHD is collaborating with the Department of Transportation to address misclassification in the trucking industry and has recently signed Memoranda of Understanding (MOUs) with several states. DOL has updated its MOU with the Internal Revenue Service (IRS). In October 2022, WHD proposed a rule to clarify the analysis of who is an employee under the Fair Labor Standards Act (FLSA) as opposed to an independent contractor. WHD is currently in the process of reviewing comments received from the public.</p> | <p><a href="https://blog.dol.gov/2022/06/03/misclassification-of-employees-as-independent-contractors-under-the-fair-labor-standards-act">https://blog.dol.gov/2022/06/03/misclassification-of-employees-as-independent-contractors-under-the-fair-labor-standards-act</a></p> <p><a href="https://www.dol.gov/agencies/whd/flsa/misclassification">https://www.dol.gov/agencies/whd/flsa/misclassification</a></p> <p><a href="https://www.dol.gov/newsroom/releases/whd/whd20220208-1#:~:text=The%20department's%20Wage%20and%20Hour,wages%2C%20including%20minimum%20and%20overtime.">https://www.dol.gov/newsroom/releases/whd/whd20220208-1#:~:text=The%20department's%20Wage%20and%20Hour,wages%2C%20including%20minimum%20and%20overtime.</a></p> <p><a href="https://www.dol.gov/newsroom/releases/whd/whd20211123#:~:text=Led%20by%20the%20department's%20Wage,their%20rights%20have%20been%20violated.">https://www.dol.gov/newsroom/releases/whd/whd20211123#:~:text=Led%20by%20the%20department's%20Wage,their%20rights%20have%20been%20violated.</a></p> |
| <p><b>DOL</b></p> | <p>The DOL will strengthen Service Contract Act compliance and enforcement efforts; review regulations and enforcement strategies; and consider action to improve compliance with the Service Contract Act (pg. 30).</p>  | <p>Since January 2021, the Wage and Hour Division has conducted more than 1,400 Service Contract Act investigations, resulting in over \$61 million in back wages for more than 27,000 workers.</p>   |   |
| <p><b>DOL</b></p> | <p>The DOL will continue to prioritize its review of its Davis-Bacon and Related Acts regulations and, if appropriate, propose improvements to ensure that contractors pay the required prevailing wage (pg. 31).</p>   | <p>On March 18, 2022, Wage and Hour Division (WHD) published a proposed rule to update and strengthen the Davis-Bacon and Related Acts regulations. This is the first comprehensive update in 40 years. A final rule was submitted to the Office of Information and Regulatory Affairs (OIRA) in December 2022 and is in interagency review. On June 15, 2022, WHD published a notice proposing changes to the Davis-Bacon survey form (WD-10) to improve the wage survey process and participation. The comment period for the WD-10 is</p>  | <p><a href="https://www.dol.gov/agencies/whd/government-contracts/construction/NPRM-davis-bacon">https://www.dol.gov/agencies/whd/government-contracts/construction/NPRM-davis-bacon</a></p>  |

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|            |   | closed, and WHD is reviewing comments from the public.   |  |
| <b>DOL</b> | DOL will improve information and data on unions and the union effect.   | DOL has entered into formal collaborations with two networks of academics, researchers, and other labor market experts, including the Worker Empowerment Research Network, which released a landscape report last spring and has additional reports forthcoming. DOL and the Office of Labor-Management Standards (OLMS) regularly post blogs with data on unions and the union advantage. OLMS has begun a program of highlighting advantages to workers and employers from cooperative labor management partnerships. DOL has worked with Bureau of Labor Statistics (BLS) to add additional questions about the Short-Time Compensation (STC) program, unemployment, and unionization to better respond and support workers in future recessions. | <a href="https://blog.dol.gov/taxonomy/term/4270">https://blog.dol.gov/taxonomy/term/4270</a><br><br><a href="https://blog.dol.gov/2022/05/11/the-connection-between-unions-and-worker-safety">https://blog.dol.gov/2022/05/11/the-connection-between-unions-and-worker-safety</a> |
| <b>DOL</b> | DOL will review all grants to determine whether there are any legal barriers preventing unions from being lead applicants. Where there are no legal barriers, DOL should explicitly name unions as potential lead applicants in grant solicitations when doing so would be consistent with the grant’s purpose, activities, and goals. Where unions are not suitable lead applicants, DOL should ensure that unions are required partners to the lead applicant as appropriate. The Department should also use its existing authority to establish application selection criteria that prefer applicants that demonstrate commitment to worker organizing, collective bargaining, and | Language was included in competitive FY22 grants, depending on statutory authority; to bar the use of funds to support or oppose unionization; to emphasize worker voice commitments to receive full points; to require a free choice to join a union; or to engage with unions in program design or delivery. Efforts remain underway to maintain or strengthen this language in FY23 discretionary grant FOAs (Funding Opportunity Announcements), where allowable under statute.  |  |

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|                                    | union engagement, where consistent with the Department’s legal authority. (pg. 38).  |   |  |
| <b>DOL<br/>State<br/>USAID</b>     | These agencies will create a Multilateral Partnership for Organizing, Worker Empowerment, and Rights (M-POWER) grant program to strengthen democratic labor unions around the globe  | The M-POWER grant program launched on December 8, 2022 with the partnership of four foreign governments, the International Labour Organization (ILO), the International Trade Union Confederation (ITUC), and other global partners. Agencies exceeded the target \$120 million in grant funds, and pledged an additional \$130 million over the next two years.  | <a href="https://www.dol.gov/agencies/ila/b/multilateral-partnership-for-organizing-worker-empowerment-and-rights-m-power-initiative">https://www.dol.gov/agencies/ila/b/multilateral-partnership-for-organizing-worker-empowerment-and-rights-m-power-initiative</a>  |
| <b>DOL<br/>DPC<br/>NEC<br/>OMB</b> | The Domestic Policy Council (DPC), in coordination with the Department of Labor, the National Economic Council, and the Office of Management and Budget, and in consultation with relevant agencies, will develop a description of the characteristics defining a good-quality job and a list of job quality metrics that agencies can use to assess the effectiveness of their programs in advancing job quality. The DPC, DOL, NEC, and OMB should also actively explore ways of using the job quality matrix or other mechanisms to improve job quality for federal contractors (pg. 31). | Prior to and following passage of the Bipartisan Infrastructure LAW (BIL), these offices worked to develop job quality criteria that were codified by DOL and the Department of Commerce as the Good Jobs Principles. The Principles have been used by Commerce and other agencies in building strong labor standards into BIL, Creating Helpful Incentives to Produce Semiconductors Act (CHIPS), and other funding opportunities. The offices are working on a job quality toolkit which will be released in the near future. DOL collaborated with the Families and Workers Fund on job quality metrics. | <a href="https://www.dol.gov/general/good-jobs/principles">https://www.dol.gov/general/good-jobs/principles</a><br><br><a href="https://blog.dol.gov/2022/04/07/how-a-new-collaboration-is-helping-us-improve-how-we-track-good-jobs">https://blog.dol.gov/2022/04/07/how-a-new-collaboration-is-helping-us-improve-how-we-track-good-jobs</a> |

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| <b>DOL</b>          | DOL will create a Labor Management Partnership Program.   | The Office of Labor Management Standards has reinstated a program to promote labor management partnerships, including publicizing positive examples of these partnerships on its website and on the WORK Center.   | <a href="https://www.dol.gov/agencies/olms/olms-labor-management-partnership">https://www.dol.gov/agencies/olms/olms-labor-management-partnership</a>   |
| <b>DOL</b>          | The Department of Labor created the Good Jobs Initiative (GJI) to assist government agencies, employers, and workers in promoting job quality and equity with a free choice to form a union.  | The Good Jobs Initiative (GJ) has worked with federal agencies on promoting strong labor standards, equity, and a free and fair chance to form a union in more than \$97 billion in infrastructure grants. DOL has Memorandums of Understanding (MOUs) with the Departments of Transportation, Energy, and Commerce on promoting job quality, equity and union jobs. GJI has a website, goodjobs.gov, with resources for agencies, workers, and employers on good jobs, Project Labor Agreements (PLAs), and other key topics. | <a href="https://www.dol.gov/general/good-jobs">https://www.dol.gov/general/good-jobs</a>   |
| <b>DOL<br/>DOC</b>  | The Department of Labor (through the Office of the Assistant Secretary for Policy and the Bureau of Labor Statistics) and the Commerce Department (through the Census Bureau and the Bureau of Economic Analysis) will improve data collection through business and household surveys and other research tools on the status of employment relationships, union membership and worker organizing, strike activity, relative performance of businesses with unionized workforces, and related subjects (pgs. 43-44). | The Census Bureau is considering approaches to adding items to the Annual Business Survey and has discussed with DOL the possibility of adding items to its household surveys.   | <a href="https://blog.dol.gov/2022/06/13/tracking-the-new-wave-of-worker-organizing-with-data-3-facts-we-learned-from-a-new-collaboration">https://blog.dol.gov/2022/06/13/tracking-the-new-wave-of-worker-organizing-with-data-3-facts-we-learned-from-a-new-collaboration</a> |
| <b>DOL<br/>OFPP</b> | The Department of Labor and the Office of Federal Procurement Policy will develop a mechanism for ensuring that contracting agencies are aware of persuader reports filed by federal contractors, and for ensuring compliance with Executive Order (E.O.) 13494 (pg. 23).   | A memo was issued from the Office of Management and Budget (OMB) and DOL in January 2023 that asks agencies to designate agency labor advisors in order to establish an ongoing working group on labor and procurement issues. Form LM-10 reporting will be a topic for discussion with agency labor advisors once the working group is formed and operating.  |   |

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| <p><b>DOL<br/>OMB</b></p> | <p>The Department of Labor and the Office of Management and Budget will explore the feasibility of establishing an integrated data approach to employer violations of the laws enforced by DOL, including the possibility of securing Technology Modernization Fund (TMF) funding for the project (pg. 44).</p> | <p>DOL has allocated funds to initiate a record linkage and entity resolution capability. Full completion of the project will require additional funds. This project has been highlighted in DOL's Enterprise Data Strategy.</p>  | <p><a href="https://www.dol.gov/agencies/odg/strategy#:~:text=Within%20DOL%2C%20data%20strategy%20was%20developed%20with%20broad,performance%20management%2C%20goal%20setting%2C%20training%2C%20and%20personnel%20management%3B">https://www.dol.gov/agencies/odg/strategy#:~:text=Within%20DOL%2C%20data%20strategy%20was%20developed%20with%20broad,performance%20management%2C%20goal%20setting%2C%20training%2C%20and%20personnel%20management%3B</a></p>   |
| <p><b>DOT</b></p>         | <p>The Department of Transportation (DOT) will continue incorporating labor standards into discretionary grant criteria to help ensure DOT programs support good-paying jobs with the choice of a union and consider including union density as a grant award criterion (pg. 34).</p>                           | <p>DOT has incorporated a variety of standards designed to support good-paying jobs with the free and fair choice to join a union into many discretionary grant programs. Examples of these evaluation criteria include: the free and fair choice to join a union, the inclusion of a project labor agreement, registered apprenticeships, labor-management partnership training programs, and local hiring provisions or other targeted preferential hiring requirements.</p> <p>The discretionary grants also have a variety of equity standards, which are written to help ensure that all workers have access to good jobs.</p> | <p><b>Mega:</b><br/><a href="https://www.transportation.gov/grants/mega-grant-program">https://www.transportation.gov/grants/mega-grant-program</a></p> <p><b>INFRA:</b><br/><a href="https://www.transportation.gov/grants/infra-grants-program">https://www.transportation.gov/grants/infra-grants-program</a></p> <p><b>Rural Surface Transportation Grants:</b><a href="https://www.transportation.gov/grants/rural-surface-transportation-grant">https://www.transportation.gov/grants/rural-surface-transportation-grant</a></p> <p><b>Rebuilding American Infrastructure with Sustainability and Equity (RAISE):</b><a href="https://www.transportation.gov/RAISEgrants">https://www.transportation.gov/RAISEgrants</a></p> |

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|                   |   |  | <p><b>Port Infrastructure Development Program:</b><a href="https://cms.marad.dot.gov/PIDPgrants">https://cms.marad.dot.gov/PIDPgrants</a></p> <p><b>Low or No Emission and Grants for Buses and Bus Facilities Competitive Programs:</b><br/><a href="https://www.transit.dot.gov/notice-funding/low-or-no-emission-and-grants-buses-and-bus-facilities-competitive-programs-fy2022">https://www.transit.dot.gov/notice-funding/low-or-no-emission-and-grants-buses-and-bus-facilities-competitive-programs-fy2022</a></p> <p><b>Natural Gas Distribution Infrastructure Safety and Modernization Grant Program:</b><br/><a href="https://www.phmsa.dot.gov/grants/pipeline/natural-gas-distribution-infrastructure-safety-and-modernization-grants">https://www.phmsa.dot.gov/grants/pipeline/natural-gas-distribution-infrastructure-safety-and-modernization-grants</a></p> |
| <p><b>DOT</b></p> | <p>The Department of Transportation will issue a new set of principles on innovation, and reframe institutions such as the Non-Traditional and Emerging Transportation Technology (NETT) Council that screens emerging technologies, to focus on key priorities and ensure labor’s involvement in discussions of autonomous vehicles and automation in transit systems and trucking (pg. 35).</p> | <p>On January 6, 2022, DOT issued new innovation principles and reframed the NETT Council. Additionally, the DOT Labor Policy Advisor was named to the NETT Council.</p> | <p><a href="https://www.transportation.gov/priorities/innovation/us-dot-innovation-principles">https://www.transportation.gov/priorities/innovation/us-dot-innovation-principles</a></p>   |

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| <b>DOT</b>         | The Department of Transportation will issue a new set of principles on innovation, and reframe institutions such as the Non-Traditional and Emerging Transportation Technology (NETT) Council that screens emerging technologies, to focus on key priorities and ensure labor’s involvement in discussions of autonomous vehicles and automation in transit systems and trucking (pg. 35). | The Transforming Transportation Advisory Committee (TTAC), announced on July 20, 2022, will offer advice and recommendations to the Secretary about innovation needs, objectives, and plans. It will complement the efforts of the NETT Council and include representatives from labor, safety advocates, technical experts, and others. Its membership list will be issued soon. | <a href="https://www.federalregister.gov/documents/2022/07/20/2022-15458/notice-to-establish-the-transforming-transportation-advisory-committee-ttac">www.federalregister.gov/documents/2022/07/20/2022-15458/notice-to-establish-the-transforming-transportation-advisory-committee-ttac</a> |
| <b>DOT<br/>DOL</b> | Create a Memorandum of Understanding (MOU) that formalizes the commitment of the agencies to incorporate labor standards, training pathways, and workforce equity in all grants.   | A Memorandum of Understanding (MOU) was signed on February 7, 2022.   | <a href="https://www.dol.gov/sites/dolgov/files/OPA/newsreleases/2022/03/OSEC20220210.pdf">https://www.dol.gov/sites/dolgov/files/OPA/newsreleases/2022/03/OSEC20220210.pdf</a>   |
| <b>Education</b>   | The Department of Education will consider issuing and sharing an annual statement with relevant unions to reinforce the Department’s commitment to worker organizing and collective bargaining. This would mirror similar activity at other agencies (pg. 18).   | On March 30, 2022, Secretary Cardona sent a memorandum entitled "Commitment to Worker Organizing and Empowerment" to all DOE employees.   |   |
| <b>Education</b>   | The Department of Education will encourage labor-management collaboration in departmental competitive grant programs, where appropriate (pg. 34).  | Internal discussions continue to establish a best approach.   |   |
| <b>EPA</b>         | The Environmental Protection Agency will develop guidance that recommends registered apprenticeship programs, community benefit agreements, local hire provisions, and other responsible contracting and work conditions across State Revolving Fund (SRF) water programs (pg. 33).  | EPA issued guidance on March 8, 2022 on how EPA will administer the SRF to create good paying jobs. EPA will work with DOL on implementation.   | <a href="https://www.epa.gov/dwsrf/bipartisan-infrastructure-law-srf-memorandum">https://www.epa.gov/dwsrf/bipartisan-infrastructure-law-srf-memorandum</a>   |



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| <p><b>FAR Council</b></p> | <p>The Federal Acquisition Regulatory Council (FAR Council) will consider amending its regulations to require federal contractors that are notified by the National Labor Relations Board (NLRB) that their employees who work on a federal contract have been certified as represented by a union to notify the contracting agency within 48 hours with a copy to the union. These revised regulations also should urge all federal contractors to engage the Federal Mediation and Conciliation Service (FMCS) to help mediate negotiations to reach a first collective bargaining agreement with newly certified unions. Where needed to protect the government’s interest in efficient and economical contracting, contracting agencies may decide to require their contractors to participate in training and mediation through the FMCS (pg. 22).</p> | <p>First contract mediation is among the topics for agency labor advisors to discuss when DOL and OMB converge the new interagency Contract Labor Advisor Group (see item #84 on OMB/DOL memo). There is no action yet on amending regulations.</p> |  |
| <p><b>FMCS</b></p>        | <p>FMCS will support voluntary recognition by employers of newly-formed unions.</p>   | <p>FMCS started a new program offering card check services at no cost to parties who have agreed to a majority sign up process. FMCS has conducted more than 55 card checks since the program began on April 1, 2022.</p>                           | <p><a href="https://www.fmcs.gov/services/building-labor-management-relationships/card-check-services/">https://www.fmcs.gov/services/building-labor-management-relationships/card-check-services/</a></p> |
| <p><b>FMCS</b></p>        | <p>FMCS will use existing authority to provide grants to support emerging labor-management partnerships (pg. 27).</p>   | <p>FMCS has not yet started this action item. It requires additional funding.</p>   |  |

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| <p><b>GSA</b></p> | <p>The General Services Administration’s Office of Government-wide Policy and the Office of Management and Budget will consider revising the Federal Management Regulation (FMR) to make clear that worker organizing and collective bargaining among employees of contractors working in federal government facilities are not covered or restricted by the general prohibition on soliciting, posting, and distributing materials under the jurisdiction, custody or control of GSA (pg. 21).</p> | <p>GSA amended the Federal Management Regulation (FMR) to enable access to GSA-controlled property for labor organizations representing or seeking to represent private-sector employees of federal contractors working in these facilities. On September 2, 2022, the rule was published, and GSA's Public Buildings Service issued implementing policy.</p>  | <p><a href="https://www.federalregister.gov/documents/2022/09/02/2022-17949/federal-management-regulation-soliciting-union-memberships-among-contractors-in-gsa-controlled">https://www.federalregister.gov/documents/2022/09/02/2022-17949/federal-management-regulation-soliciting-union-memberships-among-contractors-in-gsa-controlled</a></p> |
| <p><b>GSA</b></p> | <p>Consistent with OPM's suite of strategies, the General Services Administration will facilitate trainings and listening sessions on Know Your Rights for bargaining unit employees (pg. 17).</p>  | <p>"Know Your Rights" information has been incorporated into the Labor Relations module in GSA's mandatory supervisory training. The E.O. 14003 "permissive bargaining requirement" has also been incorporated into the mandatory training, as well as into the general Labor Relations training module. GSA Unions are participating in all GSA New Employee Orientation (NEO) sessions.</p>  |  |
| <p><b>GSA</b></p> | <p>GSA will update its website and establish biannual email transmissions to employees to feature the rights to bargain collectively, to organize, and to be represented by a labor organization.</p>   | <p>Email notices are being transmitted biannually, per OPM guidance, to bargaining unit employees. The GSA Labor-Management Relations (LMR) internal website, available to all employees, has been updated to add the notice of employee representation and collective bargaining rights with a separate, featured navigation link on LMR website pages. The 2022 email notices were transmitted advising represented employees of their bargaining and representation rights.</p> |  |

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| <b>GSA</b> | Consistent with OPM's suite of strategies, the General Services Administration will examine opportunities to increase unions' access to federal employees working in GSA-controlled buildings and to promote the benefits of union representation and collective bargaining to GSA employees (pg. 18). | Each of GSA's labor-relations-specific Action Items were presented to GSA Unions through the Labor-Management Collaborative Work Group for joint labor-management action consideration. GSA unions have access to meet and communicate with the bargaining unit employees they represent. Expanding union access needs further consideration by the Collaborative Work Group.   |  |
| <b>GSA</b> | Increase/enhance GSA unions' internal visibility: Update GSA's Labor-Management Relations (LMR) website to more clearly feature and present GSA's Unions' Agency-wide roster of representatives and contact information.   | GSA's LMR website was updated in July 2022 to more prominently feature and more easily navigate to union representatives' contact information.  |  |
| <b>GSA</b> | Per OPM's Suite of Strategies, GSA will expand training for supervisors and update labor relations training to include information on union organizing and the law (pg. 18).   | This mandatory training's Labor Relations (LR) component has been updated and now incorporates E.O. 14003's bargaining instructions and OPM's E.O. 14025 union-organizing training-slide guidance. The updated LR training module presented in GSA's supervisors mandatory training was updated in August 2022 to incorporate E.O. 14003 and OPM E.O. 14025 guidance. Supervisors are required to complete the training during GSA onboarding and every two years thereafter. |  |
| <b>GSA</b> | Increase and enhance GSA unions' internal visibility by updating the Opening Labor-Management Relations (LMR) website page and incorporating a collaborative approach to Federal labor-management relations, and by incorporating a labor union-focused video into the Agency's Labor Day message.     | The Opening Labor-Management Relations (LMR) page on GSA's internal website was updated in July 2022 to incorporate and feature President Biden's E.O. 14003.   |  |
| <b>GSA</b> | Establish informative trainings, such as Union Presentations at New Employee Orientation (NEO) Sessions.   | Union inclusion orientations and trainings is supported and coordinated on an ongoing basis. GSA Unions presentations are also part of the NEO sessions.  |  |

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| <b>GSA</b>         | GSA will expand the use of Buy American Act.  | In March of 2022, GSA published the initial "Made in America" rule changes the Federal Acquisition Regulation (FAR) made, with corresponding changes to the General Services Acquisition Regulation (GSAR), which increase thresholds for domestic content amounts in order to qualify as "American."  | -   |
| <b>GSA<br/>DOL</b> | The General Services Administration (GSA) will use technology to verify Davis-Bacon Act certified payroll. GSA will also coordinate with the Department of Labor to investigate the feasibility of developing payroll certification “bots” to review and compare prevailing wages to actual weekly certified payroll data (pg. 30). | GSA/DOL completed bot development, which is currently in testing. The first Information Collection Notice published was in August 2022; the second Notice published was in May 2022. Full implementation of pilot program is estimated in October 2023.  | -   |
| <b>HHS</b>         | The Department of Health and Human Services (HHS) will develop and implement a campaign targeted to increase awareness and knowledge among Head Start staff of their rights to organize and bargain collectively, and providers of their responsibilities under labor law and Head Start rules (pg. 25).                            | On September 27, 2021, the Administration for Children and Families (ACF) issued an Information Memorandum to Head Start grantees that included a reminder of their obligation to remain neutral regarding employee organizing. ACF is meeting with stakeholders about additional opportunities to support and empower Head Start workers. HHS and ACF are also considering an additional Information Memorandum on Head Start neutrality provision as needed. | <a href="https://eclkc.ohs.acf.hhs.gov/policy/im/acf-im-hs-21-05">https://eclkc.ohs.acf.hhs.gov/policy/im/acf-im-hs-21-05</a> |
| <b>HHS</b>         | Per OPM's Suite of Strategies, the Department of Health and Human Services (HHS) will review bargaining unit classifications. HHS will also issue standardized interpretations of bargaining unit exclusions (pg. 17).  | On July 15, 2022, HHS disseminated a bargaining unit classifications job aid, which standardized interpretation of bargaining unit exclusions and application to positions.  | -   |

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| <p><b>HHS</b></p> | <p>The Department of Health and Human Services will prioritize the rulemaking on automatic deductions for benefits from Medicaid provider payments and proceed with timely review of the record to develop a final rule (pg. 28).</p>  | <p>On May 12, 2022, the final rule was issued recognizing the authority of a state to make direct payment to third parties (such as unions) on behalf of certain individual Medicaid practitioners for the provision of health insurance, skills training, and other employee benefits.</p>  | <p><a href="https://www.federalregister.gov/documents/2022/05/16/2022-10225/medicaid-program-reassignment-of-medicaid-provider-claims">https://www.federalregister.gov/documents/2022/05/16/2022-10225/medicaid-program-reassignment-of-medicaid-provider-claims</a></p> |
| <p><b>HHS</b></p> | <p>HHS will increase enforcement of existing prevailing wage requirements; and expand oversight to ensure payment of prevailing wages on federally-funded construction and service contracts in the Office of Research Facilities (ORF) within the National Institutes of Health (NIH).</p>  | <p>To improve reporting compliance, ORF/NIH transitioned its efforts towards sustaining proper wages by increasing its focus on labor interviews with contract workers. NIH achieved a 90.2% compliance rate overall (including all contract types). HHS achieved a 97% compliance rate for construction and facilities support service contracts, which are frequently unionized.</p> |  |
| <p><b>HHS</b></p> | <p>The Department of Health and Human Services (HHS) will continue to implement a phased approach to identifying ways to incorporate a grantee’s demonstration of its commitment to worker organizing, collective bargaining, and union engagement, to the maximum extent permitted by law into Notices of Funding Opportunities (NOFOs) (pg. 34).</p> | <p>As of July 2022, the Health Resources and Service Administration (HRSA) will have published 109 Notice of Funding Opportunities (NOFOs) with pro-labor language. Additionally, HRSA placed the pro-labor language in its funding opportunity announcement template so that it is in all future NOFOs.</p>   |  |

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| <p><b>HUD</b></p> | <p>The Department of Housing and Urban Development (HUD) will review current policies around monitoring and enforcing compliance with statutes that set wage rates (pg. 30).</p> | <p>As a result of HUD's review of policies on monitoring and enforcement of wage rate compliance in FY22, HUD initiated a three-step process to improve performance and compliance with applicable statutes. The first step, completed in FY22 Q3, included an internal audit of monitoring procedures to better identify high-risk HUD grantees in need of increased oversight for wage rate administration. The second step, initiated in FY22 Q2, included the creation of a new Standard Operating Procedure (SOP) and Desk Aid for HUD Davis-Bacon and Labor Standards (DBLS) staff, which ensures consistent application of review procedures nationally. The final step, targeted for FY23 Q3, is the full roll out of the new monitoring framework informed by the results of the risk analysis and improved execution of HUD's monitoring and enforcement actions through regional training events on the new SOP and Desk Aid.</p> <p>Additional actions were taken by HUD, as a result of the monitoring policy review include targeted collaboration with the Department of Labor (DOL) through a Memorandum of Understanding (MOU) signed FY23 Q2, to increase outreach to HUD grantees and provide joint training on labor standards and wage rate applicability. This partnership also incorporates focused outreach and dissemination of information to workers on a "Know Your Rights" campaign to improve review of potential non-compliance from contractors who conduct HUD-assisted construction.</p> |  |
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| <p><b>HUD</b></p> | <p>The Department of Housing and Urban Development (HUD) will evaluate and, where appropriate, propose improvements to the agency’s education and enforcement process for Section 3 of the Housing and Development Act of 1968. HUD will also improve education around the need for its grantees and recipients of HUD assistance to provide training, employment, contracting and other economic opportunities to low and very low-income persons (pg. 42).</p> | <p>In FY22, 270 Public Housing Agencies (PHAs) attended a HUD-hosted conference to learn more on how to prepare and connect residents to Section 3 employment opportunities. The targeted audience were PHAs who were also grantees of Jobs Plus, a program which focuses efforts on job-driven approaches to increase earnings and advance employment outcomes through work readiness, employer linkages, job placement, and education.</p> <p>Additionally, HUD committed more than \$80,000 in Technical Assistance funding from FY22 Q3 through FY23 Q2 to complete multi-day Section 3 trainings and 90-minute "Office Hours" sessions, which were attended by nearly 4,500 registrants from PHAs as well as Housing and Community Development Grantees. HUD field office staff also performed training and outreach directly to partners at the local level. Throughout the country, 99 Section 3 trainings and workshops were performed by local HUD staff since February 2022.</p> |  |
| <p><b>HUD</b></p> | <p>The Department of Housing and Urban Development (HUD) will educate vulnerable worker populations of their labor rights by implementing a public information "Know Your Rights" initiative.</p>  | <p>HUD's Office of Davis-Bacon Labor Standards (DBLS) has developed a "Know Your Rights" pocket guide for workers, which was released Labor Day 2022. This guide includes information to help workers understand how much they should be paid and links to additional worker rights resources, including the DOL-hosted <a href="http://www.worker.gov">www.worker.gov</a>. HUD is developing a marketing and outreach strategy to utilize its national footprint and engage all ten HUD regional offices to disseminate physical and digital copies of the guide to impacted workers. To ensure successful implementation, the guide was translated into Spanish in FY23 Q2, with additional languages for translation being assessed based on the needs and demographics of local communities. HUD Regional Administrations have already begun outreach events to educate vulnerable worker populations who may not be aware of their</p>  | <p><a href="https://www.hud.gov/sites/dfiles/Labor/documents/Davis-Bacon_Worker_Pocket_Guide.pdf">https://www.hud.gov/sites/dfiles/Labor/documents/Davis-Bacon_Worker_Pocket_Guide.pdf</a></p> |

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|  |  | rights as employees working on HUD-assisted construction or otherwise have access to protections and complaint processes. |  |
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| <p><b>HUD</b></p> | <p>The Department of Housing and Urban Development (HUD) will build and formalize relationships between HUD’s field offices and local unions and worker centers (pg. 43).</p> | <p>From FY22 Q3 through FY23 Q1, HUD hosted four listening sessions with attendance from nearly 200 Section 3 businesses to discuss partner perspectives and engagement challenges with the program. Listening sessions were hosted with a wide range of collaborators, including Cornell University's Worker Institute, Laborers' International Union of North America (LIUNA), International Union of Painters and Allied Trades (IUPAT), and federal partners such as DOL. In September 2022, HUD's Assistant Deputy Secretary (ADS) for Field Policy and Management was a featured panelist at the DOL Women’s Bureau “Equity in Focus Summit,” co-hosted the with the Worker Institute at Cornell’s ILR School, which focused on the importance of gender and racial equity in the workforce. HUD ADS also addressed the IUPAT's General President's Advisory Committee alongside leaders from DOL and Department of Energy (DOE) in October 2022 to discuss Section 3 program opportunities and collaboration among federal partners in support of its goals.</p> <p>HUD’s Office of Field Policy and Management and DOE’s Office of State and Community Energy Programs have established a partnership to strategically target HUD communities for recruiting efforts to fill jobs created by the \$3.5 billion in new funds from Bipartisan Infrastructure Law (BIL) for Weatherization Assistance Program. The partnership is planned launch in four communities in late February 2023 and aims to increase economic opportunities for HUD residents, improve living conditions, and increase energy efficiency across low-income homes. The partners will also expand collaboration among HUD field offices, HUD grantees, weatherization employers, construction/green energy training centers, and worker centers.</p> |  |
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| <p><b>HUD<br/>DOT<br/>DOL</b></p> | <p>The Department of Housing and Urban Development and the Department of Transportation’s Federal Aviation Administration will consider an expanded collaboration with the Department of Labor’s Employment and Training Administration (ETA) and continue collaborating with ETA on its YouthBuild, Office of Apprenticeship, and Job Corps programs (pg. 42).</p> | <p>In FY23 Q1, HUD performed an assessment of YouthBuild grantees to determine their awareness and understanding of Section 3 requirements. As a result, HUD and DOL's Employment and Training Administration (ETA) recognized an opportunity to educate YouthBuild grantees on how to leverage partnerships with HUD grantees and connect with Section 3 training and job opportunities to help YouthBuild participants gain job skills and increase employability. A virtual event was cohosted by HUD and DOL ETA in January 2023 to provide educational materials to 77 YouthBuild grantees on Section 3 program requirements, provided training on benefits to participants for utilizing the Section 3 program, and shared best practices on partnering with HUD grantees on Section 3 applicable projects.</p> |  |
| <p><b>DOI</b></p>                 | <p>The Department of the Interior will update and strengthen concessions contracting guidance, such as guidance used by the National Park Service, to clearly communicate allowable labor practices, including access to the contract workforce for the purpose of union organizing (pg. 21).</p>   | <p>On April 11, 2022, the National Park Service (NPS) issued a policy memorandum to all parks with concessions and developed standard contract language reinforcing the need for compliance with federal labor law. An addendum providing additional clarity was also issued. NPS also hosted meetings and trainings on these requirements with concessioners and NPS concessions management staff. NPS also posted the updated notice of NLRA Rights and access to Department of Labor elaws Poster Advisor on its external Commercial Visitor Services website.</p>   |  |
| <p><b>DOI</b></p>                 | <p>The Department of the Interior’s Bureau of Ocean Energy Management will include lease stipulations that require developers to make every reasonable effort to establish a project labor agreement covering the construction stage of any project proposed for the leased area as part of individual future lease sales (pg. 38).</p>                             | <p>Lease stipulations were included in the New York Bight, Carolina Long Bay, and Pacific (offshore northern and central California) Final Sale Notices. The Pacific offshore wind Final Sale Notice for leases offshore northern and central California included an additional 20% bidding credit for investments towards workforce training.</p>  |  |

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| <b>DOI</b>         | The Department of Interior will continue exploring the possibility of producing guidance that would give a preference with respect to major construction contracts to companies submitting proposals that include commitments to project labor agreements (pg. 38).   | The Department of Interior has completed its research into the feasibility of including an evaluation preference and has determined that the implementation of the presumption of E.O. 14063 at a lower threshold would better achieve the goals of Task Force, E.O. 14025, and E.O. 14063.  |  |
| <b>NEA<br/>NEH</b> | Increase awareness of, and compliance with, existing prevailing wage requirements for recipients of National Endowment for the Arts (NEA) and National Endowment for the Humanities (NEH) grant funds.  | Recipients of NEA and NEH grants are required to follow a prevailing wage standard, and this requirement flows down to subrecipients of NEA and NEH funds. The NEA and NEH are developing a factsheet to increase awareness of the prevailing wage requirement.  |  |
| <b>NEC</b>         | Initiate an interagency process to explore the possibility of an Executive Order that would establish targets or preferences for the use of Registered Apprenticeships (RAs) and training through labor-management partnerships for recipients of federal funds (pg. 40).   | The National Economic Council continues to work with Federal agencies on policy approaches for a potential Executive Order to expand and scale Registered Apprenticeships.   |  |
| <b>NEC</b>         | The National Economic Council (NEC) will lead an inter-agency process to review recommendations from the Union Veterans Council (UVC) on ways to strengthen coordination regarding workforce efforts between its member unions and the Departments of Defense (DOD), Veterans Affairs (VA), and Labor (DOL) (pg. 41). | NEC has conducted multiple meetings with UVC along with VA, DOD, and DOL Veterans Employment Administration to move on shared priorities. NEC partnered with the Union Veterans Council (UVC) on the Biden Trucking Action Plan. UVC is leading the creation of a Veteran Trucking Task Force effort with private industry. NEC will continue to work with UVC and other relevant stakeholders on key priorities to support Veteran employment and the Invest in America agenda. |  |

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| <p><b>NEC/OFPP</b></p>               | <p>The National Economic Council (NEC) will work with the Office of Federal Procurement Policy (OFPP) at the Office of Management and Budget (OMB) to consider the merits of issuing a regulation that would require compensation plans for skilled, blue-collar workers, or other steps addressing compensation for workers, as part of the bid evaluation process for service contracts (pg. 23).</p> | <p>Compensation plans for skilled, blue-collar workers is among the topics agency labor advisors will discuss when DOL and OMB convene the new interagency Contract Labor Advisor Group. No action has been taken yet to amend regulations.</p>   |  |
| <p><b>NLRB<br/>FMCS<br/>FLRA</b></p> | <p>While acknowledging the independence of these agencies, the National Labor Relations Board (NLRB), the Federal Mediation and Conciliation Service (FMCS), and the Federal Labor Relations Authority (FLRA) are encouraged to improve their current practices to encourage and assist in reaching first collective bargaining agreements between employers and newly organized unions (pg. 22).</p>   | <p>FMCS assigns a mediator when notified of a newly-organized unit and has assigned mediators in more than 675 cases from February 1, 2022 to February 1, 2023. FMCS and NLRB have each developed training for FMCS mediators on initial contracts. FMCS and NLRB have worked on letters to parties of newly-organized units and FMCS has prepared a brochure about its services. FMCS has moved from regional monitoring to a nationwide monitoring strategy for initial cases to increase responsiveness. FMCS has been working with FLRA on developing FLRA training for FMCS mediators. NLRB sends monthly cert reports to FMCS and has updated the reports for easier processing by FMCS. When unfair labor practice charges are filed alleging bad faith bargaining, NLRB sends the parties information about FMCS services, with a copy to FMCS. FMCS is developing a video series of its services, including the training, facilitation, and mediation services available for employers and newly-organized unions.</p> | <p><a href="https://www.nlr.gov/news-outreach/news-story/nlr-general-counsel-promotes-productive-collective-bargaining-through">https://www.nlr.gov/news-outreach/news-story/nlr-general-counsel-promotes-productive-collective-bargaining-through</a></p> |

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| <p><b>NLRB<br/>FMCS<br/>FLRA<br/>NMB</b></p> | <p>The National Labor Relations Board (NLRB), Federal Labor Relations Authority (FLRA), Federal Mediation and Conciliation Service (FMCS), and the National Mediation Board (NMB) are strongly encouraged to prioritize expanded outreach at the national and regional level, particularly to young workers and underserved communities, and post updated, visible, and accessible materials on agency websites and social media platforms about workers’ organizing and bargaining rights (pgs. 24-25).</p> | <p>All agencies have updated materials on their websites and engaged in expanded outreach. NLRB has expanded its outreach efforts with young workers (through its student ambassador program) and to underserved communities (particularly immigrant workers re: new DHS enhanced processes). NLRB has improved its processes to be more accessible (Ensuring Safe and Dignified Access for Immigrant Workers to NLRB Processes, Affidavits of Non-English-Speaking Witnesses, Improved System for Spanish Speaking Callers). NLRB has created new informational materials and increased its social media presence. FMCS has created new materials for outreach, including brochures. FMCS also is developing a video series of its services for the public that will be posted on its website and on social media platforms. FMCS has provided information and updated materials on its services to DOL, OPM, and NLRB for those agencies to use in their communications and website.</p> | <p><a href="https://www.nlr.gov/news-publications/publications/brochures">https://www.nlr.gov/news-publications/publications/brochures</a></p>  |
| <p><b>OMB</b></p>                            | <p>OMB will work with stakeholders and agencies to 1) ensure financial assistance programs appropriately address job quality and worker empowerment issues, and 2) further explore and identify opportunities to update the Uniform Guidance to empower workers (pg. 31).</p>  | <p>A memorandum was issued February 7, 2023 informing agencies of the importance of properly communicating to eligible applicants and recipients of Federal financial assistance awards that 2 CFR § 200.319(b) does not prohibit including provisions in Federal financial assistance awards and subawards assuring that federally funded services not be subject to disruption due to labor disputes (known as “uninterrupted service delivery requirements”). OMB recently published a federal register notice announcing plans to update the Uniform Guidance and are soliciting input from individuals and organizations to help shape that update.</p>   | <p><a href="https://www.cfo.gov/wp-content/uploads/2023/CA-23-05_Uninterrupted%20Service%20Delivery%20Provisions.pdf">https://www.cfo.gov/wp-content/uploads/2023/CA-23-05_Uninterrupted%20Service%20Delivery%20Provisions.pdf</a><br/> <a href="https://www.federalregister.gov/documents/2023/02/09/2023-02158/omb-request-for-information-rfi">https://www.federalregister.gov/documents/2023/02/09/2023-02158/omb-request-for-information-rfi</a></p> |

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| <p><b>OMB</b></p> | <p>OMB will maximize domestic sourcing by strengthening Made in America standards; closing loopholes in Made in America Laws; and reducing the need for waivers by leveraging federal tools to fill gaps in the U.S. industrial base to support the domestic production of key products and critical supply chains (pg. 37).</p>   | <p>OMB implemented historic updates to the Buy American Act for federal procurement. The updated rule increased the percentage value for manufactured products from 55% to 60% this past fall; and will reach 65% in 2024 and 75% in 2029. OMB also proposed updated uniform guidance to implement the Build America Buy America Act, included in the Bipartisan Infrastructure Law.</p>                       |  |
| <p><b>OMB</b></p> | <p>OMB will use existing mechanisms such as training and issues alerts to clarify that labor unions should not be inappropriately excluded from grant and various other Federal funding opportunities, where appropriate, such as certain service contracts. OMB will also work to make changes to the reporting mechanisms for financial assistance programs to update the list of eligible recipients to explicitly include labor unions (rather than including them in the more generic non-profit category). Finally, OMB will work with agencies to ensure that labor unions can participate in appropriate grant and other Federal funding opportunities on a fair and equal basis with other non-profit organizations (pg. 39).</p> | <p>A memorandum was issued in late 2021 that alerted agencies of the importance of properly identifying all eligible applicants for Federal financial assistance awards, for example 501(c) 4 or 501(c) 5 nonprofit organizations that are labor unions, neighborhood associations, or other types of eligible organizations, including those that reach or represent potentially underserved communities.</p> | <p><a href="https://www.cfo.gov/wp-content/uploads/2021/11/ControlAlertApplicantEligibilityForFinancialAssistanceAndTypesOfNonprofitOrganizations.pdf">https://www.cfo.gov/wp-content/uploads/2021/11/ControlAlertApplicantEligibilityForFinancialAssistanceAndTypesOfNonprofitOrganizations.pdf</a></p> |

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| <p><b>OMB<br/>DOL</b></p> | <p>The Office of Management (OMB) and Budget and the Department of Labor (DOL) will jointly issue guidance directing all contracting agencies to designate an agency labor advisor responsible for policies and practices to improve implementation and compliance with labor requirements for federal contractors. OMB and DOL should be directed to provide training and technical assistance to agency labor advisors, with DOL playing a coordinating role, given its expertise in the relevant labor laws (pg. 36).</p> | <p>OMB and DOL issued a joint memo in January 2023 instructing federal agencies to designate labor advisors by February 15, 2023. DOL and OMB will jointly lead a new interagency working group of designated labor advisors, which will begin meeting in Spring 2023.</p> | <p><a href="https://www.whitehouse.gov/wp-content/uploads/2023/01/M-23-08-Labor-Advisor.pdf">https://www.whitehouse.gov/wp-content/uploads/2023/01/M-23-08-Labor-Advisor.pdf</a></p>   |
| <p><b>OPM</b></p>         | <p>OPM will facilitate exposure to unions during the hiring process for job applicants and onboarding process for new employees (pg. 17).</p>  | <p>On January 26, 2023, OPM requested agencies to provide updates on implementation status of this guidance for all bargaining units in the agency. OPM is receiving and compiling agency updates.</p>   | <p><a href="https://www.chcoc.gov/content/highlighting-bargaining-unit-employee-rights-hiring-and-boarding-process">https://www.chcoc.gov/content/highlighting-bargaining-unit-employee-rights-hiring-and-boarding-process</a></p>   |
| <p><b>OPM</b></p>         | <p>OPM will enhance communications with federal bargaining unit employees concerning their right to union representation and ways employees can engage with their union (pg. 17).</p>  | <p>On January 26, 2023, OPM requested agencies to provide updates on implementation status of this guidance for all bargaining units in the agency. OPM is receiving and compiling agency updates.</p>   | <p><a href="https://www.chcoc.gov/content/guidance-implementation-eo-14025-highlighting-bargaining-unit-employee-rights-join-union-and">https://www.chcoc.gov/content/guidance-implementation-eo-14025-highlighting-bargaining-unit-employee-rights-join-union-and</a></p> |
| <p><b>OPM</b></p>         | <p>OPM will increase unions' access and ability to communicate with employees (pg. 17).</p>  | <p>OPM government-wide guidance was issued on April 12, 2022. On January 26, 2023, OPM requested agencies to provide updates on implementation status of this guidance for all bargaining units in the agency. OPM is receiving and compiling agency updates.</p>          | <p><a href="https://www.chcoc.gov/content/guidance-implementation-eo-14025-highlighting-union-rights-access-and-communicate-bargaining">https://www.chcoc.gov/content/guidance-implementation-eo-14025-highlighting-union-rights-access-and-communicate-bargaining</a></p> |
| <p><b>OPM</b></p>         | <p>OPM will streamline the process to become a dues-paying member by improving dues processing and forms (pg. 18).</p>   | <p>OPM government-wide guidance was issued on April 12, 2022. On January 26, 2023, OPM requested agencies to provide updates on implementation status of this guidance for all bargaining units in the agency. OPM is receiving and compiling agency updates.</p>          | <p><a href="https://www.chcoc.gov/content/guidance-implementation-eo-14025-highlighting-union-rights-access-and-communicate-bargaining">https://www.chcoc.gov/content/guidance-implementation-eo-14025-highlighting-union-rights-access-and-communicate-bargaining</a></p> |

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| <p><b>OPM</b></p> | <p>OPM will develop guidance and labor relations materials for agencies to use in trainings for managers and supervisors regarding unfair labor practices and neutrality in union organizing campaigns (pg. 18).</p> | <p>Guidance was issued on April 12, 2022. The goal is implementation by all covered agencies by April 12, 2023. On January 26, 2023, OPM requested agencies to provide updates on implementation status of this guidance for all bargaining units in the agency. OPM is receiving and compiling agency updates.</p>  | <p><a href="https://www.chcoc.gov/content/guidance-implementation-eo-14025-highlighting-requirement-timely-process-requests-payroll">https://www.chcoc.gov/content/guidance-implementation-eo-14025-highlighting-requirement-timely-process-requests-payroll</a></p>   |
| <p><b>OPM</b></p> | <p>OPM will increase data transparency on union membership rates across the federal government (pg. 18).</p>   | <p>On August 7, 2022, OPM provided information to national unions highlighting data on OPM's publicly available FedScope website (www.fedscope.opm.gov) which provides aggregate level workforce data by bargaining unit status in each agency. This information highlights the number of employees in each agency who are eligible to be organized by labor unions. In addition, OPM continues working with major payroll providers to compile data on union membership rates.</p>  |  |
| <p><b>OPM</b></p> | <p>OPM will launch a government-wide messaging campaign to amplify and publicize Task Force efforts to federal employees (pg. 18).</p>   | <p>On October 20, 2021, a roundtable with Vice President Harris, OPM Director Ahuja and Secretary of Labor Walsh was held with members of federal sector labor unions who discussed how unions have positively impacted them. In support of messaging for federal sector worker empowerment, blogs, press releases and other promotional materials have been developed. OPM is taking steps to establish a federal sector worker organizing and empowerment page on OPM's website by Fall 2023.</p>  | <p><a href="https://www.opm.gov/news/releases/2022/02/release-white-house-task-force-releases-report-promoting-worker-organizing-and-collective-bargaining/">https://www.opm.gov/news/releases/2022/02/release-white-house-task-force-releases-report-promoting-worker-organizing-and-collective-bargaining/</a></p> |
| <p><b>OPM</b></p> | <p>OPM will engage agencies to share best practices and support implementation of federal sector strategies (pg. 19).</p>  | <p>Briefings of agencies are provided before and after various OPM worker empowerment guidance is issued. OPM conducted a short survey of Chief Financial Officer (CFO) Act agencies in support of a President's Management Agenda activity on worker empowerment. The survey confirmed that all CFO Act agencies invite unions in the majority of bargaining units in the agency to new employee orientation. OPM also hosts periodic meetings with agency labor relations staff, about every two months, to discuss government wide labor relations issues, including implementation of worker empowerment strategies.</p> |  |



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| <p><b>OPM</b></p> | <p>OPM will remove unnecessary barriers and obstacles which impede unions from increasing bargaining unit coverage for the more than 300,000 federal workers who are eligible to organize but are not currently in a bargaining unit (pg. 19).</p> | <p>On August 7, 2022, OPM provided information to national unions highlighting data on OPM's publicly available FedScope website (<a href="http://www.fedscope.opm.gov">www.fedscope.opm.gov</a>) which provides aggregate level workforce data by bargaining unit status in each agency. This information highlights the number of employees in each agency which are eligible to be organized by labor unions. In addition, OPM is finalizing additional guidance to agencies on union organizing of unrepresented federal employees. This guidance is in addition to guidance OPM has already released to agencies on union organizing.</p> | <p><a href="https://www.fedscope.opm.gov/">https://www.fedscope.opm.gov/</a></p>   |
| <p><b>OPM</b></p> | <p>OPM will address whether non-bargaining unit positions are correctly excluded from bargaining unit coverage (pg. 19).</p>   | <p>OPM issued government-wide guidance on January 26, 2023. Agencies are reviewing OPM's guidance to determine next steps for implementation. OPM is responding to agency questions about the guidance.</p>  | <p><a href="https://www.chcoc.gov/content/guidance-implementation-eo-14025-addressing-whether-non-bargaining-unit-positions-are">https://www.chcoc.gov/content/guidance-implementation-eo-14025-addressing-whether-non-bargaining-unit-positions-are</a></p> |
| <p><b>OPM</b></p> | <p>OPM will evaluate ways to strengthen merit staffing requirements and rescind the previous administration's guidance which gave states broader ability to contract out work to nonunionized companies (pg. 31).</p>                              | <p>OPM is drafting updated guidance for publication in the Federal Register sometime in 2023.</p>  |  |

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| <p><b>OPM<br/>EOP</b></p> | <p>1. Immediately repeal Executive Order (E.O.) 13812, issued in 2017 by the prior administration, which removed any requirement to establish labor-management forums and discouraged their use.</p> <p>2. Strongly encourage agencies, through a Presidential Memorandum or other suitable mechanism, to establish labor-management forums and engage in Pre-Decisional Involvement (PDI) on workplace matters at appropriate levels, in coordination with OPM, and direct OPM to provide agencies and unions with technical assistance and guidance and encourage them to collaborate with the Federal Labor Relations Authority and Federal Mediation and Conciliation Service in identifying such assistance.</p> <p>3. Direct OPM to work with OMB, White House Counsel's Office, federal sector unions, and member agencies of the Task Force on Worker Organizing to determine a path forward to institutionalize labor-management forums, PDI of unions in agency decision-making, and labor-management cooperation in the federal sector, including through a new potential Executive Order (pgs. 19-20).</p> | <p>On May 18, 2021, OPM issued government-wide guidance to agencies strongly encouraging agencies and labor unions to establish labor-management forums and to make use of pre-decisional involvement (PDI) on workplace matters. While some agencies elected to establish labor-management forums after this guidance was issued, OPM continues to assess what type of additional guidance or assistance may be needed on these matters.</p> | <p><a href="https://www.chcoc.gov/content/guidance-labor-management-relations-executive-branch">https://www.chcoc.gov/content/guidance-labor-management-relations-executive-branch</a></p> |
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| <p><b>SBA</b></p>      | <p>The Small Business Administration (SBA) will assemble a resource guide for small businesses, in partnership with the Department of Labor (DOL), the National Labor Relations Board (NLRB), and the Federal Mediation and Conciliation Service (FMCS), to inform small business employers of their obligation to respond legally and fairly to worker organizing and provide an overview of additional resources and trainings for employers (pg. 26).</p> | <p>SBA worked with the Department of Labor (DOL), the National Labor Relations Board (NLRB), and the Federal Mediation and Conciliation Service (FMCS) to launch a new page on its website (sba.gov) in September 2022. The web page serves as a resource guide for small business owners with information about responding legally and fairly to worker organizing, as well as additional resources and trainings. SBA partnered with DOL on outreach surrounding the launch to increase awareness about the new resource, generating more than 1,500 unique page views in the first month. A link to the resource guide is featured on DOL's Worker Organizing Resource and Knowledge (WORK) Center under resources for employers, and DOL includes information about it in its outreach presentations to stakeholders.</p> | <p><a href="https://www.sba.gov/about-sba/organization/sba-initiatives/labor-partnerships-worker-organizing">https://www.sba.gov/about-sba/organization/sba-initiatives/labor-partnerships-worker-organizing</a></p> |
| <p><b>SBA</b></p>      | <p>The Small Business Administration (SBA) will continue taking steps to make small businesses in highly unionized industries aware that 1) COVID EIDL loans are available until December 31, 2021, and 2) they can be used to pay wages (pg. 33-34).</p>  | <p>SBA conducted targeted outreach about COVID-19 Economic Injury Disaster Loans (COVID EIDL) to trade associations representing more heavily unionized industries. The agency held four national webinars for these associations and distributed information to SBA District offices to reach the associations and their members through the agency's 68 district offices.</p>   |  |
| <p><b>Treasury</b></p> | <p>The Office of Tax Policy at the Treasury Department will review recent proposals to identify those that are relevant to, and could be used to advance, the Task Force's mission, and to identify and evaluate additional proposals to be included in next year's Green Book (pg. 28).</p>   | <p>The Office of Tax Policy continues to review proposals related to the Task Force's mission.</p>  |  |

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| <b>Treasury</b> | The Treasury Department will 1) encourage jurisdictions to use federal funds for initiatives that strengthen worker skills and use union labor, and 2) investigate reporting mechanisms to examine the impact of this encouragement to the extent it is relevant to the type of financial assistance provided (pg. 32-33). | Treasury has encouraged recipients of the Coronavirus State and Local Fiscal Relief Funds (SLFRF) to have strong labor standards in construction in the program’s final rule, and requires recipients to report on their labor practices for certain projects, in the program’s reporting guidance.   |   |
| <b>Treasury</b> | The Treasury will develop guidance implementing the provisions of the Inflation Reduction Act conditioning enhanced clean energy tax credits on certain prevailing wage and apprenticeship (PWA) requirements.   | Treasury and Internal Revenue Service (IRS) are now developing proposed regulations detailing the PWA requirements. DOL is a key partner in that effort.<br><br>Treasury and IRS issued initial guidance on the PWA requirements in November. Per IRA, those requirements went into effect for projects beginning 60 days after the initial guidance (on or after Jan. 29).     | <a href="https://home.treasury.gov/news/press-releases/jy1128#_blank">https://home.treasury.gov/news/press-releases/jy1128#_blank</a> |
| <b>Treasury</b> | The Treasury Department will conduct original research and submit to the Task Force a report on the effect of union density on indicators of strength of the middle class, including income, savings (including retirement savings), and homeownership (pg. 43).   | The Office of Economic Policy is in the process of completing a report using existing research to analyze the effect of unions on the middle class and the broader economy. The goal is to issue a report in April 2023.  |   |
| <b>USDA</b>     | The USDA will require subgrantees and their contractors in the school lunch program to use full-time workers and have other pro-worker practices (pg. 35).   | Food and Nutrition Service (FNS) is working on guidance.  |   |
| <b>USDA</b>     | The USDA will encourage labor housing grantees to share information about the right to organize and bargain collectively (pg. 26).   | USDA will encourage USDA Multi-Family Housing property owners, nonprofits, and affordable housing leaders to share information on workers’ rights to organize and bargain collectively. USDA’s Multi-Family Housing properties includes approximately 494 Farm Labor Housing properties across the United States. We are working with DOL to provide the appropriate materials. |   |

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| <p><b>USDA<br/>DOI<br/>OMB<br/>OPM</b></p> | <p>The Office of Management and Budget (OMB), Department of Agriculture (USDA), Department of the Interior (DOI), and Office of Personnel Management (OPM) will ensure that their existing effort will identify a long-term solution to creating a robust wildland firefighter workforce considers opportunities to increase union density (pg. 20).</p> | <p>OPM issued a joint initiative with USDA and DOI to launch (date to be determined in 2023) a new Wildland Firefighter Occupational Series in June 2022, establishing a new position classification standard for Wildland Fire Management and career path for Wildland Firefighters. DOI and the USDA Forest Service, in coordination with OPM, implemented the temporary supplemental pay provision included in the Bipartisan Infrastructure Law (BIL) and are working with Congress on long-term pay solutions. The agencies are continuing to work on outreach and recruitment. The FY24 President’s budget, released on March 9, 2023, prioritizes wildland fire fighter compensation reforms, including higher pay rates, and other incentives, to address longstanding recruitment and retention challenges that have affected the nation’s wildland fire fighting capacity.</p> | <p><a href="http://whitehouse.gov/?s=firefighter+pay">http://whitehouse.gov/?s=firefighter+pay</a></p> |
| <p><b>VA</b></p>                           | <p>The Department of Veterans Affairs (VA) will proceed with its plan to include labor union participation or involvement as an evaluation factor in major construction procurements (pg. 38).</p>   | <p>VA has drafted evaluation criteria to promote union labor participation in VA Major Construction Projects when a Project Labor Agreement (PLA) is not required.</p>   |  |
| <p><b>VA</b></p>                           | <p>The Department of Veterans Affairs (VA) will assess the feasibility of partnering with its unions to use existing training and education funds to create or augment an employment recruiting and apprenticeship program for VA employment that targets historically underserved or underrepresented groups (pg. 41).</p>                              | <p>VA is promoting Veteran and military spouse employment; VA is partnering with labor organizations to promote VA scholarship and education debt reduction programs so employees can grow and develop in their careers. Under the VA Inclusion, Diversity, Equity &amp; Access (I-DEA) Sub Council, Human Capital Workstream, the VA is exploring partnerships with colleges and universities with public service and student veteran programs.</p>   |  |