



EDGE

GENERAL ELECTION
EDITION

It's About **YOUR** House

Like many working families, the 2024 Election may be more about what's happening in your house than who ends up in the White House. You may be asking: Can the work you do support the everyday needs of your family? Can you afford healthcare and be safe each day at work? Can you plan for and achieve a dignified and financially independent retirement? Can you – and your neighbors – be free to live your life as you choose and make decisions you believe are best for yourself and your family? This edition considers where the candidates stand on these subjects and more, and what it means for you and the labor movement when elected officials focus on such issues.



2024 General Election
November 5, 2024

The U.S. Presidency



The Democratic Party's nominees are current Vice President Kamala Harris for President and current Minnesota Governor Tim Walz for Vice President. The Republican Party's nominees are Former President Donald Trump for President and current U.S. Senator from Ohio J. D. Vance for Vice President.

On the eve of the 2024 Presidential Election, District Council No. 30 knows that many within its family, like any family, have differing opinions, including about who should be the next U.S. President.

PDC 30 will always advise members to vote in the interest of their jobs and the long-term strength of their union. That means public policy that protects working people and expands their work opportunities.

KEY ISSUES IN 2024

In 2020, both major candidates had very different records and plans. When we focused on the issues at stake then, the Biden-Harris ticket had better plans and records of overcoming partisan gridlock.

Over the last four years, their plans emerged as concrete achievements. Consider the colossal achievement of the American Infrastructure and Jobs Act as just one example. In 2020, we said Biden-Harris could get this done, and they did.

In 2024, the key issues are slightly different than in 2020. This election, we examine the candidates' policy agendas and accomplishments concerning (1) the economy, (2) infrastructure and manufacturing construction, (3) unions and collective bargaining, (4) healthcare and retirement security, (5) immigration, and (6) democracy and freedom. We analyze these issues on pages 4, 5, 6, and 7.

Being on the right side of these issues is critical to the concerns that arise in the homes of working families: can we meet our everyday needs, like housing, groceries, and healthcare; can we be safe each day at work; can we plan for and achieve a dignified and financially independent retirement; can we be free to live our lives as we choose and make decisions we believe are best for ourselves and our family?

POLICIES OVER PERSONALITIES

To that end, PDC 30's endorsements are based on **policy agendas** – which candidate has or will support policies that help working households – not which candidates have the most compelling personal history, charisma, youthful appearance, and other personal qualities.

When considering the U.S. Presidency, it's not merely a matter of one person sitting behind one desk. We understand that **the winner installs an administration** – they decide who leads all federal agencies, form a legislative agenda, develop annual budgets and allocate federal money, deploy the U.S. military, issue Executive Orders, write and amend regulations, make judicial appointments, and more.

PDC 30 will always advise members to vote in the interest of their jobs and the long-term strength of their union.

These actions largely determine what life will be like in America and often elsewhere, during their administration and for many years after.

Consider the long-term impacts of \$550 billion in new federal investment in America's roads, bridges, and water infrastructure; negotiating lower prescription drug prices for seniors; the largest investment in clean energy and climate action in history; a national budget that includes funding for pre-apprenticeship programs; and an administration that channels infrastructure, clean energy, and manufacturing investments to employment-distressed communities.

Focusing on policies over personalities, we also do not expect perfect performances by candidates. Eloquent speeches and masterful debate

performances are nice, but we should expect both sides to also make mistakes, have regrets, and change their minds. In this TikTok and Instagram era, each side will also show us their opponents saying the wrong things, looking silly and unserious. Candidates are human beings, not superheroes. **What's important is what they have done and plan to do.**

On balance, our conclusion is that the candidacy of Kamala Harris and Tim Walz offer stronger policy accomplishments and proposals for the working families and the long-term health of our union. Particularly concerning the economy and infrastructure and manufacturing construction, the Harris-Walz plan is more detailed and significantly more aligned with the interests of union construction than what Trump-Vance have laid out.

Regardless of who wins, PDC 30 will continue to work with elected officials to pursue policies that help working people earn family-sustaining wages for work they are trained to do, remain continually employed across the span of a career, work safely every day, access high quality healthcare, work for and achieve financial independence in retirement, and protect individual freedoms that define American life.

These are long-term, enduring objectives that cut across years in which we may find ourselves passionate about individual candidates and causes. They are objectives that form what is most important within many middle-class households. This is why we say on the cover, "it's about your house."



Read about
PDC 30's
endorsed
candidates
online:



What's Organized Labor Saying?



IUPAT

International Union of Painters and Allied Trades

The International Union of Painters and Allied Trades (IUPAT) proudly endorses Kamala Harris and Tim Walz.

“Harris has been instrumental in standing up for issues that our members deeply care about since Day One of the Biden-Harris administration,” they write. “From expanding workers’ rights to organize to protecting the rights of women to ensuring our hard-earned pensions are secured, she has proven herself to be a tireless advocate for economic justice, racial equality, and building a 21st century infrastructure that includes environmental sustainability.”

“The choice couldn’t be more clear.”

Minnesota Governor Tim Walz, they note in their endorsement, “is a union member, a teacher, a coach, and a veteran.” “As a life-long public servant, he understands the issues that are important to our members and their families.” They specifically draw attention to the “Minnesota Miracle,” what they call “the most pro-worker package of laws in decades, which allows workers to opt out of anti-union captive audience meetings, gives workers more protections against wage theft, and makes it easier for workers to organize.”

IUPAT General President Jimmy Williams Jr. issued this statement:

“The Harris-Walz ticket will continue to build on the gains that the Biden-Harris administration has made for IUPAT members, other union members, and working families across the country. ... The choice couldn’t be more clear.”

AFL-CIO

American Federation of Labor and Congress of Industrial Organizations

The AFL-CIO unanimously endorses Kamala Harris and Tim Walz.

Throughout Harris’ time as Vice President and before, they take note of Harris’ many accomplishments, including saving workers’ pensions, rebuilding America’s crumbling infrastructure, standing with striking workers, investing in good paying union jobs, bringing manufacturing back to America, expanding labor protections and fair wages, cracking down on corporate greed after the 2008 financial crisis, and more.

By selecting Walz as her running mate, they add, Harris “chose a principled fighter and labor champion who will stand up for working people. Gov. Walz isn’t only an ally to the labor movement, but also our union brother with a deep commitment to a pro-worker agenda.”

“Kamala Harris has been a true partner in leading the most pro-labor administration in history.”

They refer specifically to Walz’s work on paid leave and sick days, advocacy for ride share drivers, banning captive audiences, strengthening of collective bargaining for teachers, improving conditions for nursing home workers, investing billions in infrastructure projects that guarantee good jobs, and more.

AFL-CIO President Liz Shuler says the following:

“From day one, Vice President Kamala Harris has been a true partner in leading the most pro-labor administration in history. At every step in her distinguished career in public office, she’s proven herself a principled and tenacious fighter for working people and a visionary leader we can count on.”

NABTU

North America’s Building Trades Unions

North America’s Building Trades Unions (NABTU), which represents over 3 million building trades workers across the United States and Canada, proudly endorses Vice President Kamala Harris and Tim Walz.

“Throughout her career, Vice President Harris has consistently demonstrated her sincere commitment to the deep values and critical priorities of building trades workers and their families,” they write. “She has always stood up for the working class, fighting for fair wages, safe workplaces, labor protections, health and retirement security, and the economic opportunity that collective bargaining provides for all of America’s workers.”

“Together, we will continue to build a better America for all.”

Referring to Walz as a “military veteran, hunter, fisherman, and longtime friend of the Building Trades,” they note how he “understands the critical importance of fair wages, safe working conditions, and the right to collective bargaining” and has “long advocated for the use of project labor agreements and preached the benefits of middle-class, family-sustaining union jobs.” As Governor of Minnesota, “Walz advanced infrastructure development, job creation, and workforce training, all of which have directly benefited our members and their families.”

NABTU President Sean McGarvey states:

“We are confident that with Kamala Harris as President and Tim Walz as Vice President, the future of our nation’s workforce will be brighter and more secure. Together, we will continue to build a better America for all.”

ISSUES: The Economy

Jobs, taxes, inflation, the stock market



HARRIS-WALZ

The Harris-Walz (HW) economic agenda will “build on the foundations” of the Biden-Harris economic achievements and add new proposals focused on housing, taxes, small business expenses, childcare, and goods. It seeks to strengthen the middle class and take on big businesses responsible for rising costs.

Their plan will extend the 2017 tax cuts for households making under \$400,000 and adopt tax credits that favor the middle class (set the Child Tax Credit at \$3,600 per child, cap childcare costs at 7% of household income, and provide a \$6,000 one-time credit for families with newborns).

Americans making more than \$100 million will pay a 25% minimum tax on a combination of their regular income

and the appreciation in assets. They will also raise the corporate tax rate to 28% (from 21%).

To bring down grocery prices, HW plan to pursue a federal ban on price gouging in the food industry.

HW pledge to build 3 million more housing units in four years and will establish a \$40 billion fund to help build more affordable homes. Combined with a \$10,000 mortgage-relief tax credit for first-time homebuyers, \$25,000 in downpayment assistance for first-generation homebuyers, tax incentives for developers who build starter homes for first-time buyers, expanded tax incentives for building affordable rental housing, and commitments to “good union jobs,” this plan could mean more work opportunity for PDC 30 members.

To spur small business start-ups – like new painting and drywall companies – their plan offers a new tax deduction of up to \$50,000 for such start-ups. They will also devote \$100 billion in tax credits to help develop manufacturing jobs in America (these credits incentivize work with unions and registered apprenticeships, and project labor agreements).

HW support eliminating taxes on tips; however, they combine this with a push to raise the minimum wage and strict requirements to prevent wealthy professionals from taking advantage of the policy.

One more recent estimate (CRFB) says HW’s plan will increase the debt by \$3.5 trillion by 2035. Their agenda is endorsed by more than 400 economists and former government officials.

TRUMP-VANCE

Trump-Vance (TV) offer both developed proposals and several promises that appear hastily announced and tailored to appeal to specific voter groups.

More developed proposals include increasing tariffs, extending Trump’s 2017 tax cuts (these expire in 2025), further reducing corporate tax rates beyond the 2017 rate, using their authority to control interest rate decisions, and deporting millions of undocumented immigrants on the theory that their departure will reduce housing costs and open jobs for U.S. citizens.

TV’s proposed tariffs are significant and sweeping – 10%-20% on all imports and 60% on imports from China. They expect this to lead to more U.S.-based production and American jobs.

TV will extend the personal income tax rates of the 2017 tax plan and cut the corporate rate further, from 21% to 15%.

Less detailed promises include the elimination of taxes on tips, overtime pay, and Social Security; appointing Elon Musk as “Efficiency Czar;” opening portions of federal land for large-scale “ultra low-tax and ultra low-regulation” housing construction; and capping credit card interest rates at 10%.

Critics of the TV agenda claim it will lead to large budget deficits, putting in harm’s way important federal programs for working families, and necessitating borrowing that would dramatically increase the national debt.

The costs of tariffs are widely expected to be passed onto consumers, leading to inflation. One study estimates the average middle-income household will pay \$1,700 more a year; a more recent study estimated between \$2,500 to \$3,900.

Another study looks at tariffs, deportations, and TV’s desire to control interest rate decisions. Assuming just a fraction of the possible deportations, inflation is

estimated to increase to 6% by 2026. By 2028, employment (total hours worked) would fall 2.7%, consumer prices would be 20% higher, economic growth (GDP) would be 2.8% lower. TV’s control over interest rates would increase prices by about 41% by 2040.

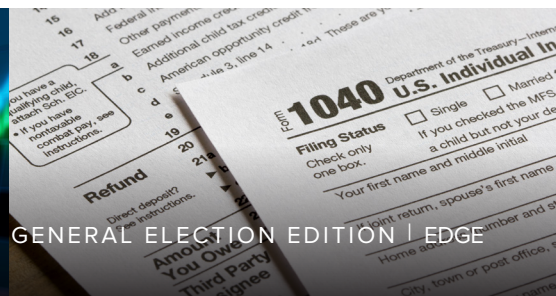
Extending all Trump 2017 tax cuts for the next 10 years, with no changes, is estimated to add \$4.6 trillion to the deficit.

Ending taxation of tips and Social Security income is estimated to add between \$3.6 trillion to \$6.6 trillion over 10 years to U.S. deficits. Even the conservative-leaning Tax Foundation called the Social Security plan “unsound and fiscally irresponsible,” citing its weakening of Social Security and Medicare.

Concerning the taxation of overtime pay, the plan is estimated to reduce revenue by \$1.7 trillion from 2026 through 2035.

One more recent estimate (CRFB) says TV’s plan will increase the debt by \$7.5 trillion by 2035.

A more detailed version of this article, with source citations, is available at pdc30.com/election2024



ISSUES: Infrastructure & Manufacturing Construction



Public water assets, bridges, schools, factories

HARRIS-WALZ

In 2020, we predicted that Biden-Harris could get a major infrastructure package through Congress; they did within their first year in office – the \$1.2 trillion bipartisan **Infrastructure Investment and Jobs Act of 2021** (IIJA).

This was followed by the **CHIPS and Science Act of 2022** (CHIPS Act), and the **Inflation Reduction Act of 2022** (IRA), billions in new federal funding to create a domestic semiconductor industry and to transition a clean energy economy requiring building and updating manufacturing facilities and energy infrastructure assets.

Biden-Harris demanded that all companies benefiting from infrastructure and clean energy investments include labor protections and strictly abide by Davis-Bacon prevailing wage guidelines. For federally funded projects, they also prioritized project labor agreements and training through registered apprenticeships.

The CHIPS Act devoted \$200 billion to onshore semiconductor manufacturing and to rebuild domestic supply chains. IUPAT members are working on these massive buildings in several states.

Biden-Harris also delivered \$300 billion in tax credits for clean energy projects that for the first time come with strong labor standards (payment of prevailing wages and incentives to use registered apprentices).

670,000 new construction jobs have resulted from the Biden-Harris legislation and related rule making. Every month, an average of 20,000 new construction jobs are being created nationwide and putting IUPAT members to work.

The IIJA, IRA, and CHIPS Act each provided direct funding and tax incentives for public and private manufacturing construction; as a result, new manufacturing construction projects doubled between the end of 2021 and April 2023.

In 2023, Kamala Harris announced new union requirements for projects paid for by federal funds. Under the new rule, which updates the 1931 Davis-Bacon Act, employers are required to pay construction workers the equivalent of wages made by at least 30 percent of workers in a given trade and locality.

In HW's economic plan, they commit to continued stewardship of the infrastructure and manufacturing construction surge, along with their ambitious homebuilding plan (see page 4). Their "America Forward" agenda devotes \$100 billion in tax credits to help develop manufacturing jobs in America and reward partnerships with unions, investments in registered apprenticeships, and using project labor agreements.

They are also addressing barriers to new manufacturing construction by reforming the permitting and environmental impact review processes.

TRUMP-VANCE

As President, Donald Trump continuously promised unions infrastructure spending, several times declaring it was "Infrastructure Week." Despite bipartisan support and a period of Republican-control of Congress, Trump was unable to make a deal on infrastructure.

Infrastructure proposals he did advance lacked funding, assuming state and private sector funding would pay for the plan. Trump issued several Executive Orders on infrastructure, but these were limited to removing regulations and rushing the permit process for already planned, unfunded projects.

Three of TV's "twenty promises that [they] will accomplish very quickly" seem to be about infrastructure or manufacturing, but the details offered in a sparsely worded

Republican Party Platform reveal they concern other matters or offer no specifics.

A promise to "Rebuild our cities ... making them safe, clean, and beautiful again" ends up referring to strengthening law enforcement. Particular attention to rebuilding Washington D.C. ends up as a promise to "ensure Federal Buildings and Monuments are well-maintained."

A promise to "Become the Manufacturing Superpower," appears to be an achievement TV believe will be a natural consequence of their trade policies (see information on TV tariffs on page 4), with no specific goals.

A promise to "Cancel the electronic vehicle mandate and cut costly and burdensome regulations" makes clear their plan to dismantle the clean energy

investments of Biden-Harris and related manufacturing construction initiatives.

Indeed, Project 2025 (see page 11) calls for the repeal of the Infrastructure Investment and Jobs Act and the Inflation Reduction Act, threatening hundreds of thousands of new construction and manufacturing jobs.

Buried in later chapters of the Platform we find "revive our Industrial Base, with priority on Defense-critical industries," and to protect "critical infrastructure," but here we learn the goal is to protect "infrastructure" from cyber attack.

In an early September speech, Trump promised to create a sovereign wealth fund to invest in "great national endeavors," including major infrastructure projects. He has not detailed how this would be funded (except to say, "through tariffs and other intelligent things").

Source citations available at pdc30.com/election2024



ISSUES: Unions and Collective Bargaining



Many if not most labor unions and organizations have endorsed **Harris-Walz** (HW), recognizing Kamala Harris' role in the effort of Biden-Harris to become "the most pro-union administration in American history" and Tim Walz's longtime support for unions.

Biden-Harris have advocated for the Protecting the Right to Organize Act (PRO Act), have expanded eligibility for overtime pay, have called for pension funds to only invest in companies that adhere to high labor standards, and have appointed strong advocates for working people to the National Labor Relations Board (NLRB). Joe Biden was also the first President to walk a picket line with striking workers.

We also appreciate their repeal of the Trump-era "Industry Recognized Apprenticeship Programs" (IRAPs), a radical change that would have handed employers the exclusive power to set

training standards within their industries; their investment of more than \$100 million to strengthen and expand registered apprenticeships; their new regulations strengthening the Davis-Bacon Act; and their Executive Order requiring the use of project labor agreements on federally owned projects over \$35 million.

Biden-Harris' NLRB and Department of Labor (DOL) also sided with workers, including some IUPAT members, when contractors stole their wages.

We note that both Harris and Walz have strongly supported union activity. As U.S. Senator, Harris walked picket lines and Walz was for years a member of the NEA as a teacher. Harris also currently chairs the White House Task Force on Worker Organizing and Empowerment and Walz has a stellar pro-labor record as governor of Minnesota (he also spoke at the 2022 Central Region Conference of the IUPAT

and 2024 NABTU Legislative Conference). Finally, see the HW economic plan and infrastructure and manufacturing plans (pages 4 and 5).

There is little offered by **Trump-Vance** (TV) that suggests their leadership would differ from the anti-union presidency of Donald Trump, which included a DOL and NLRB that rarely sided with workers or their unions, aggressive support for charter schools and opposition to teachers unions, a fundamental hostility to free speech and peaceful protest (essential to labor unions), Executive Orders to develop IRAPs and restrict unions ability to advocate for public sector union members, and more.

See page 11 for more on Project 2025, widely viewed as the blueprint for the TV policy agenda, which includes many additional anti-union plans.

Source citations available at pdc30.com/election2024

ISSUES: Healthcare and Retirement Security



Harris-Walz (HW) pledge to support healthcare and retirement security initiatives in ways that would benefit working people, unions, and union-sponsored health and retirement plans.

Today, 45 million Americans receive healthcare coverage through ACA plans, and the ACA set standards for employer- and union-sponsored health plans, such as mandating coverage for services every person needs to maintain their health and treat illnesses and injuries; covering (and prohibiting higher premiums for) pre-existing medical conditions; and more.

We also know that ACA health plans are an option for working families who experience reductions in work hours and temporarily lose union-sponsored health coverage.

Biden-Harris' American Rescue Plan of 2021 significantly lowered premiums and expanded eligibility for ACA subsidies

during the pandemic and temporarily subsidized COBRA coverage for laid off workers.

Biden-Harris' Inflation Reduction Act capped insulin at \$35 and annual out-of-pocket prescription drug costs at \$2,000 for Americans on Medicare. The measure drives prices down by negotiating prices paid by Medicare. HW plan to seek the same advantages for Americans of all ages.

HW also plan to work with states to cancel medical debt; under Biden-Harris, Harris has overseen efforts to remove medical debt from credit reports.

Concerning retirement security, their American Rescue Plan devoted \$86 billion for struggling union pension funds. While PDC 30's Pension Plan is not in need of this assistance, roughly 1.3 million union members participate in plans that do.

Trump-Vance's (TV) agenda concerning healthcare and retirement security is

less clear. As President, Donald Trump attempted to overturn the ACA multiple times in court and Congress, promising "repeal and replace" but offering no clear replacement plan. Today, TV say they would replace the ACA only if there is a better alternative, but they have only stated they have "concepts of a plan."

Based on prior proposals from the Trump-Pence administration, TV likely favor use of short-term plans that base rates on applicants' medical history (they claim they will not permit plans to exclude coverage for pre-existing conditions) and would likely revisit proposals for "high-risk pools" and separate plans created by groups of employers that exclude high-risk participants.

TV appear to believe that their economic plan will generate enough growth in revenue to make coverage under such plans affordable.

ISSUES: Immigration



Harris-Walz (HW) contend they support a realistic solution to the migrant crisis at the U.S. Southern border, limited parts of which have already led to unlawful border crossings trending down to their lowest level in four years (lower than when Trump left office).

HW and many other sources claim Donald Trump intentionally sabotaged that solution in January – a \$14 billion bipartisan immigration enforcement bill – by pressuring Republicans in Congress to reject the bill – that they helped create – so that TV can continue to give fiery speeches and run ads on this issue.

When Biden-Harris took office, their goal was to halt family separation, support legitimate asylum claims, keep U.S. communities safe, and appeal to lawmakers to pass comprehensive reform.

HW support border enforcement to reduce border crossings, speeding up asylum review, and supporting communities

where asylum seekers settle. They prioritize the removal of individuals deemed threats to national security and public safety. They support pathways to citizenship for Dreamers and deferred action for undocumented workers who come forward to report wage theft, unsafe working conditions, misclassification, and other abuses by employers.

HW pledge to sign the bipartisan border security bill and follow it with more comprehensive reform that will include an earned path to citizenship.

Trump-Vance (TV) claim Harris failed as the U.S. “boarder czar” during the Biden-Harris term. The title is a political fiction. Harris worked with Latin American leaders to address the factors driving migration; she was not placed in charge of the border.

TV are committed to a program of mass deportations and detention camps

using the U.S. military. Trump has said immigrants are “poisoning the blood of our country;” has falsely accused legal immigrants in Springfield, Ohio, of eating their neighbors’ pets, has led rallies into chanting “Send them back!”, and more. TV have also spent \$472 million on immigration-related ads in 2024.

As experts have predicted, the plan is inhumane and will cripple the U.S. economy, TV have struggled to explain how they would achieve their objectives. Recently, TV have explained they would prioritize deporting undocumented people who have committed crimes, which is the same policy of the Biden-Harris administration.

TV has also not been able to back their claims that undocumented immigrants are responsible for housing costs becoming unaffordable or that immigrants are taking jobs away from American citizens (see page 4).

Source citations available at pdc30.com/election2024

ISSUES: Democracy and Freedom



Harris-Walz (HW) have expressed grave concern over Donald Trump’s claim that he was the real winner of the 2020 election and the 2024 election is rigged as well.

HW also view Trump’s involvement in the events of January 6th, and the related criminal charges against him, as disqualifying, noting that both Trump and J.D. Vance diminish that day’s violence as if it were nothing more than a political debate over election integrity (hundreds of Capitol police were injured; one officer was killed, as was one rioter; the life of U.S. Representatives and Senators, and Vice President Pence, were threatened; and the suicide deaths of three police officers are attributed to the riots).

HW also point to erosions of individual rights and personal freedoms at the prompting of Trump, including voter suppression efforts; a ruling by the Supreme Court that a former president is immune

from prosecution for any official act; Republican-sponsored banning of books, teachers discussing LGBTQIA+ subjects, and diversity, equity, and inclusion initiatives; and the overturning of *Roe vs. Wade*.

HW point to Trump’s pride that three of his Supreme Court appointees eliminated the protections and legal basis of *Roe* (the right to privacy). The ruling means a woman’s right to decide what she does with her body in confronting pregnancy and pregnancy-related medical conditions is now determined by her state’s legislature. HW believe such freedoms should not depend on where a woman happens to live; they favor a federal law restoring the legal framework of *Roe*.

HW have other democracy concerns due to the praise Trump has expressed for strongmen dictators, especially Vladimir Putin of Russia; his criticism of the valor

of fallen soldiers; his threats to unravel NATO; and the many high-ranking former Trump administration officials who regard Trump as unfit for the office.

Trump-Vance (TV) claim the Democrats similarly refused to accept election results in 2016, arguing that Trump-Pence campaign officials colluded with Russia (Democrats accepted the vote counts in 2016, conceded the election, and peacefully transferred power).

TV are on record supporting the ruling that individual states should decide under what circumstances, if any, abortion is legal.

TV claim HW threaten fundamental freedoms with their support for gun control measures (HW support gun ownership for personal protection and sport; neither has ever passed a law, ever signed an order, and ever even suggested they had any interest in taking away guns from law abiding citizens).

Source citations available at pdc30.com/election2024

Who is Kamala Harris?

Vice President Kamala Harris has spent her entire career advocating for justice, protecting workers' rights, giving a voice to the voiceless, and holding corporations and criminals accountable.

She was born in Oakland California in 1964 and was raised in a middle-class family. Throughout her childhood, with her mother as her role model, and under the setting of the civil rights movement, she learned the value of hard work and was encouraged to speak out against injustice.

In 1986, she graduated from Howard University (Washington, D.C.) with a bachelor's degree in political science. She then went to law school at University of California, graduating in 1989.

She became a prosecutor in the state of California, where she served as deputy district attorney (1990-1998) and, later, district attorney (1998-2010). She was elected Attorney General of California in 2010. During these years, she challenged big banks and secured over \$20 billion for middle-class homeowners. In addition, she fought for marriage equality and

prosecuted gangs who exploited women and trafficked weapons, drugs, and human beings.

In 2016, she was elected to the U.S. Senate. There, she sponsored legislation to reduce costs for American families and served on many committees fighting for criminal justice reform, climate action, infrastructure investments, and election security. She also notably cross-examined Donald Trump's nominees, including Supreme Court Justice nominee Brett Kavanaugh and Attorney General nominee Jeff Sessions.

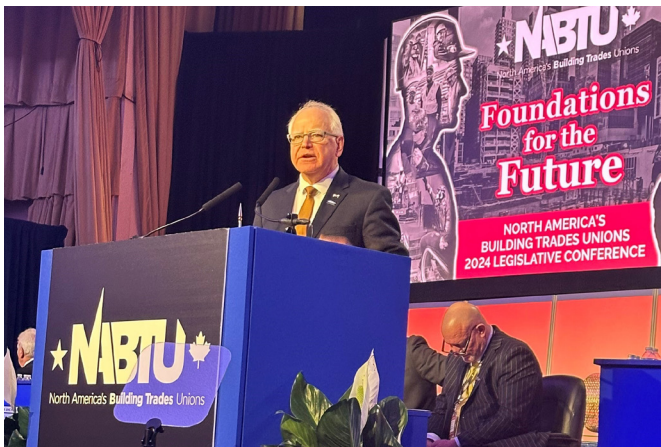
In 2020, Kamala was selected to join Joe Biden's campaign ticket. As Vice President, she was tasked with convening Latin American leaders and experts to examine the causes of migration. She also promoted legislation to protect voting



rights and abortion access. As president of the U.S. Senate, she cast the most tie-breaking votes in history.

While the Biden-Harris administration sided with unions and working-class Americans, she joined President Biden in support for striking autoworkers and for union training facilities (the image above shows Harris at the IUPAT Finishing Trades Institute of the Mid-Atlantic Region in Philadelphia).

Who is Tim Walz?



Tim Walz grew up in a small town in Nebraska, where he was one of 25 students in his graduating class. The son of a public-school administrator and community activist, he was raised on the values of hard work and community service. He enlisted in the National Guard (he served for 24 years) and attended college under the G.I. Bill. He received a bachelor's degree in social science education from Chadron State College (1989) and a master's degree in

educational leadership from Minnesota State University (2001).

He taught in China – and still speaks Mandarin today – before returning to Minnesota where he taught social studies, coached football, and was a proud union member (National Education Association). He took his team to the state championship for the first time in the school's history.

In 2006, Tim won a seat in Congress, making him the highest-ranking enlisted soldier to serve in the U.S. House of Representatives. During his 12 years in that role, he supported tax cuts for working families, introduced bills that protected students and veterans, and represented rural farming communities like his hometown. He often co-sponsored bills with his Republican colleagues. An avid

hunter, proud gun owner, and supporter of the second amendment, he once received an endorsement from the National Rifle Association.

In 2019, he was elected Minnesota Governor and supported measures that empowered unions, lowered the cost of insulin, provided universal free school meals for students, pushed for access to IVF and other fertility treatments, guaranteed paid leave, increased funding for police departments, and advocated for stricter background checks for gun owners while protecting and maintaining the right to own a gun.

Throughout his public service, he has always supported unions, including support for infrastructure investments, workers' rights, and protections for workers on construction sites, hospitals, and schools. Most recently, he gave a speech to thousands of building trades leaders at the 2024 NABTU Legislative Conference (pictured left); in 2022, he spoke at the IUPAT's Central Regional Conference.

U.S. Congress

Labor's Legislative Agenda

Today's highly partisan climate in Washington D.C. leaves many with the impression that nothing can be achieved. Since the beginning of the Biden-Harris administration, the U.S. Congress has delivered important legislation for working people.

Throughout this period, PDC 30's endorsed incumbents in the U.S. Congress can claim perfect to near-perfect voting records on legislation supported by organized labor; those who seek election to these important positions will also help drive Labor's federal legislative agenda (learn more about them at pdc30.com/election2024).

ACHIEVEMENTS

Congress has played an important role in making life better for working people. Beginning with the **American Rescue Plan Act of 2021**, Congress provided \$1.9 trillion in vital emergency assistance to the American people and resources to drive the economic recovery coming out of the pandemic.

The American Rescue Plan also delivered on Joe Biden's promise to pass a multiemployer pension plan bailout and restructuring plan, a key legislative priority for labor unions. The resulting program, "Special Financial Assistance Program for Financially Troubled Multiemployer Plans," enhances retirement security for millions of union members by providing eligible multiemployer defined benefit pension plans with special financial assistance.

While PDC 30's Pension Plan is not in need of this assistance, roughly 1.3 million union members participate in plans that are dangerously underfunded. U.S. House member Sean Casten said at the time, "All of us know somebody who worked all their life, did all the right things, worked for a company that set them on a pension, and then that company went bankrupt, and the pension got wiped out."

Biden-Harris followed their stimulus package with additional legislation that made investments in national priorities

that create jobs – the **Infrastructure Investment & Jobs Act in late 2021**, the **CHIPS and Science Act of 2022**, and the **Inflation Reduction Act of 2022**.

After decades of delay and infrastructure decline, a bipartisan infrastructure bill emerged from the U.S. House and Senate, and was signed into law by President Biden in late 2021. All PDC 30-endorsed candidates for Congress who held office at the time supported the \$1 trillion investment in roads, bridges, transit, rail, climate change mitigation, clean drinking water, and more.

The bill also includes labor standards guaranteeing that the jobs created have family-supporting wages, as well as "buy America" provisions that will bolster U.S. manufacturing. The Act will result in Illinois receiving at least an additional \$15.8 billion to pursue additional critical investments in infrastructure, including bridges and water infrastructure.

Federal lawmakers took significant action to address rising costs, climate challenges, and escalating prescription drug costs in the Inflation Reduction Act, historic legislation that will cut costs for Illinois families, while paying for itself through a minimum tax rate for large corporations and reforms targeting tax fraud. The Act also expands Affordable Care Act subsidies, which will protect nearly 300,000 people in Illinois from loss of health coverage or premium hikes.

It's not every day (or year, or decade) that PDC 30 can point to a direct link between legislation sponsored by a member of the U.S. Congress and career success of individuals entering the Illinois finishing trades. U.S. House member Bill Foster made that possible in 2022, when he returned from Washington having



Graduates of the NCIFTI's first cohort of the Industrial Painting Pre-Apprenticeship (IPP) held in the Spring of 2024.

successfully acquired funding to support a new pre-apprenticeship program for industrial painting.

The **Industrial Painting Pre-Apprenticeship (IPP)** was designed by the Tri-Council Development Fund, a partnership of PDC 30 and its adjacent Illinois District Councils 14 and 58. Funding for the IPP was included in the Consolidated Appropriations Act, 2022 (signed into law by President Biden on March 15, 2022). Its first cohort completed in the Spring of 2024 (see image above).

LABOR'S LEGISLATIVE GOALS

Building on these achievements, America's labor unions, particularly in the building and construction trades, will be working closely with allies in Congress to improve registered apprenticeships, expand infrastructure investments, improve legal protections for workers and protections for union activity, strengthen voting rights, and pass comprehensive immigration reform.

Whether the climate in Washington is favorable for these priorities will depend on the outcome of the presidential election – the continuation of the most pro-labor administration in history by electing Kamala Harris and Tim Walz and making sure they have a Congress to work with beginning in January 2025.

Illinois' Pro-Labor Record is No Accident

State Senate and House Elections Matter

In a recent Oxfam study (2024), Illinois was ranked seventh (7th) out of all fifty states for the benefits of working within three categories: wages, worker protections, and rights to organize.

Much of this has to do with how workers represented by unions fare better in states like Illinois compared to states that are generally unfriendly to union activity.



PDC 30's Director of Organizing Mandy Jo Ganieany speaks at a press conference at "Tradeswomen Take Over Springfield," May 16, 2024.

These statistics are no accident; there are many reasons to point to Springfield, where lawmakers have for years championed the cause of organized labor. With the 2024 General Election upon us, it's a good time to ask, *Why does my union think elections for Illinois House and Senate matter to me?* As you consider PDC 30's endorsements for the state legislative offices (see at pdc30.com/election2024), here's some answers to that question.

REGULATORY PROVISIONS

Labor's allies in Springfield have built an impressive body of regulations that help maintain quality employment opportunity for construction workers in Illinois.

The **Illinois Procurement Code** requires that the lowest responsible bidder is awarded contracts on construction projects, ensuring that public work is awarded to contractors that pay their workers appropriately and invest in safety and skills training.

A "responsible bidder," as opposed to merely the lowest bidder, must be lawfully entitled to operate in the state, comply with Illinois laws such as the **Prevailing**

Wage Act, carry necessary insurance coverages, offer equal employment opportunities, and – importantly – **participate in apprenticeship and training programs** registered with the U.S. Department of Labor.

Another important law, the **Employee Classification Act**, ensures that construction workers are classified as employees and not independent contractors. In industries like painting, drywall finishing, and glazing, particularly in market sectors such as homebuilding, misclassification is common; and, PDC 30 can work with agencies such as the Illinois Attorney General's office to uncover and address the practice (PDC 30 recently did just that; see page 11).

The stable and effective regulatory measures are just the beginning. Within the past four years, Illinois' union construction trades have benefited from an executive order **requiring Project Labor Agreements for all state funded projects**. Shortly after taking office, Governor J.B. Pritzker also worked with lawmakers to pass the **Rebuild Illinois capital plan**, the largest infrastructure program in the nation.

More specific to painting and allied trades, in 2019, **amendments to the Illinois Environmental Protection Act** resulted in the adoption of rules and standards for corrosion mitigation and prevention work (**requiring the use of certified protective coatings workers**). These provisions are at the center of PDC 30's advocacy efforts to influence who wins bids to work on local water systems, such as water towers.

When the pandemic hit, Pritzker worked with construction trade unions to ensure Illinois' **construction workers were deemed "essential,"** and those who were unable to continue working benefited from significant **temporary reforms to state unemployment benefits**. And, after two consecutive months of rising unemployment brought on by the pandemic, the Illinois Department of Labor

activated the **Illinois Preference Act**. During what the state deems to be high unemployment, this Act requires that 90% of workers on new and ongoing public works projects are Illinois residents.

MORE RECENT DEVELOPMENTS

Two recent events underscore the durability of Illinois' pro-labor environment. In May of this year, Illinois lawmakers and unions throughout the state participated in an event titled, **"Tradeswomen Take Over Springfield."** Trades representatives set up recruitment booths in the Illinois capital and educated lawmakers about their efforts to increase the number of women in the trades. A press conference at the event included remarks by PDC 30's Director of Organizing Mandy Jo Ganieany (pictured left).

Since the event, State Representative Stephanie Kifowit continued to examine the barriers faced by women in construction and has promised to introduce **legislation addressing childcare access for construction workers**.



Illinois Governor J.B. Pritzker signs bill banning "captive audience" meetings, PDC 30 apprentice Christina Harms looks on, July 31, 2024.

And, just this summer, the Governor signed into law the **Illinois Worker Freedom of Speech Act**. The new law bars employers from requiring workers to attend mandatory political and religious meetings at work, known as "captive audience" meetings (such meetings are where workers are targeted with anti-union messages from company management). (See Pritzker signing the bill, above.)

Organizers Bring Relief to Residential Tapers

Using State Laws and Attorney General's Special Unit

A settlement between the Illinois Attorney General's office and Elgin-based TBJ Drywall & Taping, Inc. (TBJ) capped off a multi-year campaign by PDC 30's organizing team to help hundreds of current or former TBJ employees receive the pay they were entitled to under state law.

According to the Attorney General's office, the settlement announced in late August emerged from a complaint that TBJ misclassified the employees and failed to pay \$718,000 in overtime wages.

The settlement demonstrates the way laws adopted by Illinois policymakers and enforced by Illinois' Executive Branch agencies can address the needs of working people in Illinois and the unions that care for them.

PDC 30's organizing team met the affected workers in the field, connected them to the Illinois Attorney General's office, and continued to assist them through the process. "When our team meets workers in the residential sector, we often learn they are misclassified as independent contractors in violation of

state law," says Mandy Jo Ganieany, PDC 30's Director of Organizing.

By "misclassified," she is referring to the practice of treating an employee as an independent contractor when they are really an employee in the traditional sense – someone who works under the control or direction of an employer (often called a "W-2 employee").

Illinois' **Employee Classification Act** (820 ILCS 185) addresses the improper classification of persons working in the construction industry by classifying them as independent contractors rather than as employees. Independent contractors direct themselves, perform work that is not the usual services offered by the company that hires them, and own a company hired to perform the work.

When someone is properly classified as an employee, their employer withholds income taxes, pays employment taxes, and makes Social Security and Medicare contributions for employees, and these workers are eligible for legal protections and benefits such as overtime.

Ganieany and her team introduced several of the company's workers to the **Illinois Attorney General's Workplace Rights Bureau**, a special unit the Illinois General Assembly created in 2019 "dedicated to combatting businesses that underpay their employees, force their employees to work in unsafe conditions, and gain an unfair economic advantage by avoiding their tax and labor responsibilities" (15 ILCS 205/6.3).

Also relevant to the investigation is the **Illinois Minimum Wage Law** (820 ILCS 105/), which requires an overtime premium of 150% of regular hourly wages for each hour over 40 worked in a single workweek.

Read more about this campaign here:



What is Project 2025?

Learn More

Project 2025 is a 920-page document, written by at least 140 Trump advisors and leaders gathered together by the Heritage Foundation. The document outlines recommendations for a Trump second term (it is subtitled, "Presidential Transition Project").

Although Trump has repeatedly denied knowledge of the document and familiarity with its authors, many of the contributors to the document are former high-ranking officials from Trump's first administration, some of whom have said Trump supports it. When Trump was the keynote speaker at a dinner of the Heritage Foundation, he stated "this is a great group and they're going to lay the groundwork and detail plans for exactly what our movement will do ... when the American people give us a colossal mandate to save America."

Project 2025 outlines an agenda that, were it to be systematically pursued under Trump-Vance, would result in a United States that functions nothing like it does today.

Government workers are an especially focused target for Project 2025, as it aims to end public sector unions (82), cut retirement benefits for federal employees (77), and eliminate public service loan forgiveness (a program that encourages many talented college students to enter public service) (386).

Project 2025 calls into question paying workers for overtime or following minimum wage laws (605). Workers' right to organize would be significantly curtailed (601). Workplace discrimination data collection will stop (583), employers will be able to discriminate based on gender and race (583), and federal protections for LGBTQIA+ people will be removed (584).

In the pages of Project 2025, we learn what a transition in the presidency would mean for retirement security and pensions available to federal workers (77 and 609), consumer rights (839), immigration (142), education (331), transportation (635), health care (473), and safety in the workplace (594).

While Project 2025 makes no recommendations for cuts to Social Security, its authors include longtime advocates of privatizing Social Security and raising the age when one is able to begin receiving benefits, heightening concerns that a future administration heavily influenced by the Heritage Foundation would eventually pursue such policy goals. Project 2025 does call for repealing the Inflation Reduction Act, which authorizes Medicare to negotiate to reduce the costs of prescription drugs.

Link to a detailed review by the AFL-CIO of many elements of Project 2025 that will impact working people and their unions.





Make a Plan to Vote!

1. VOTE BY MAIL

Registered voters* may request a vote-by-mail ballot by completing the form specific to your county (in person, by mail, or online). Ballot requests must be made by October 31st (earlier is better). Once you receive the ballot, it must be postmarked and returned no later than November 5th (earlier is better). Request a Vote-by-Mail Ballot from your County Clerk here:



2. VOTE EARLY

Registered voters* can vote early in person at County Clerk offices beginning September 26th and at other designated locations throughout each county beginning October 21st. Early voting ends November 4th. Find early voting locations and dates in your county here:



3. GRACE PERIOD REGISTRATION & VOTING

You can register to vote AND submit your vote from October 9th – November 4th through the Grace Period Registration program. Two forms of identification with at least one showing your current address are required. Find grace period registration and voting locations in your county here:



4. VOTE IN PERSON ON NOVEMBER 5TH

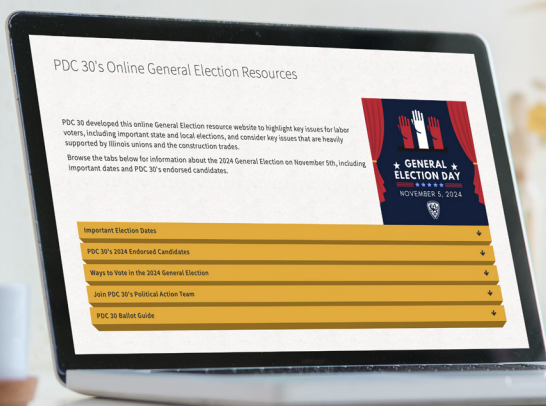
Polls are open from 6am - 7pm on Election Day. Each voter must vote at their designated polling place. Find your designated polling place here:



* Register to vote in person at County Clerk offices until October 8th OR register to vote online until October 20th by visiting <https://ova.elections.il.gov>.

PDC 30 Elections Resource Website

PDC 30 has developed an online election resource website for members! Visit us online to view important information about the General Election on November 5th, including important dates, ways to vote, ways to get involved, and our complete list of endorsed candidates running in Federal, state, and local elections.



Scan the QR code above, or visit
pdc30.com/election2024 today!

PDC 30 Election Resources: Now Available Online!

VISIT US ONLINE FOR:

- ★ Important election dates
- ★ Ways to vote in the General Election
- ★ Details on joining PDC 30's Political Action Team
- ★ A sample ballot to bring to the polls
- ★ Our complete list of endorsed candidates

**ELECTION DAY:
NOVEMBER 5, 2024**