



# Not Working for Workers

**How President Trump has betrayed America's  
workers and undermined the middle class.**



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As a candidate, President Trump promised American workers that “[u]nder a Trump presidency, the American worker will finally have a president who will protect them and fight for them.”<sup>1</sup> He bragged about his “great support” from workers.<sup>2</sup> He claimed that “I love blue collar workers,” told voters that he would raise the minimum wage, and swore that he would “drain the swamp” in Washington, D.C. and fill his Administration with those who would work for working Americans—not donors and special interests.<sup>3</sup>

Each Labor Day, we honor the “achievements of American workers” and pay “tribute to the contributions workers have made to the strength, prosperity, and well-being of our country.”<sup>4</sup> This year, Labor Day offers a timely opportunity to assess whether President Trump has kept his word: Has he fought for American workers in Washington? Has he backed up his promises to help workers, or has he betrayed his promises?

President Trump’s record is clear: he has betrayed his promises to workers. In the nearly eight months since his inauguration, the President—working with Republicans in Congress—has, over and over again, taken actions that hurt America’s working men and women and undercut their chance to live the American Dream. He has placed individuals who have acted against the interests of American workers in powerful positions throughout the federal government. He has signed laws to roll back important protections for workers’ physical and financial security, even as thousands of workers die on the job each year and the country faces a looming, massive retirement crisis.<sup>5</sup> He has also proposed huge cuts to the Department of Labor’s budget and failed to invest in America’s working men and women.

This report details the numerous policy decisions and appointments affecting America’s workers made by President Trump and Republicans in Congress since January 2017. This analysis of the President’s labor policies paints a disturbing picture of a White House that has abandoned our nation’s labor force. Findings include:

- 1. President Trump’s nominees have a history of turning their backs on American workers.** At the onset of his presidency, President Trump had the opportunity to appoint Department of Labor (DOL) officials with demonstrated records of standing up for American workers. Instead, the President selected numerous appointees who have actively promoted policies that are harmful to workers. His first nominee for Labor Secretary was a fast-food CEO with a long history of violating worker protection laws. His second nominee—who was confirmed by the Republican Senate—has delayed or tried to revoke important protections for workers’ safety and paychecks and requested massive budget cuts that would devastate DOL’s ability to fulfill its mission. One of his nominees to the National Labor Relations Board, the independent federal agency charged with protecting workers’ right to collectively bargain, has spent his entire career at union-busting firms.
- 2. President Trump, working with Republicans in Congress, has signed multiple anti-worker bills into law.** The Republican Congress has passed—and President Trump has signed—four laws that roll back important labor protections put in place by the Obama Administration, including a rule that required companies to maintain adequate records of workplace injuries, a common-sense rule requiring federal contractors to disclose violations of federal labor laws prior to receiving taxpayer funds, and rules that would extend access to retirement savings accounts to 15 million Americans. Congressional Republicans have also advanced legislation attacking labor unions and gutting workers’ ability to bargain for better wages and working conditions.
- 3. The Trump Administration has delayed and weakened basic worker protections.** President Trump and his Administration have taken steps to take overtime pay eligibility away from 4.2 million workers; prevented enforcement of a rule to protect shipbuilders from exposure to lethal beryllium; and delayed a rule to protect coal miners—in the midst of an alarming rise in coal miner deaths.

**4. President Trump’s proposed budget would further undermine America’s workforce.** President Trump wants to cut DOL’s budget by over 20%, crippling labor law enforcement and critical

programs—especially in job training and workforce development—that benefit workers and the economy at large.

## INTRODUCTION

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**Throughout his campaign and after he took office, President Trump promised that he would “protect” and “fight for” American workers.**

In June 2016, then-candidate Donald Trump gave a speech in Pennsylvania outlining his vision for the American economy. During his remarks, he made a sweeping promise to American workers: “Under a Trump presidency, the American worker will finally have a president who will protect them and fight for them.”<sup>6</sup>

President Trump made similar commitments to our nation’s workforce throughout his campaign. He vocalized the frustrations of millions of workers, tweeting that “[t]he middle-class has worked so hard, are not getting the kind of jobs that they have long dreamed of—and no effective raise in years. BAD.”<sup>7</sup> He promised to “get wages up,” because “[p]eople haven’t had a real wage increase in almost twenty years.”<sup>8</sup> He stated, “The minimum wage has to go up. People are—at least \$10, but it has to go up,” because “[y]ou need to help people.”<sup>9</sup> He promised a new “American System” of policymaking, in which “every policy decision [he] make[s] must pass a simple test: does it create more jobs and better wages for Americans?”<sup>10</sup> He bragged about his “great support” from workers.<sup>11</sup> He claimed

that “I love blue collar workers,”<sup>12</sup> that he would be “the greatest jobs president that God ever created,”<sup>13</sup> and that any regulation under his watch would have to pass the test: “Is this regulation good for the American worker?”<sup>15</sup>

President Trump also made a now-infamous campaign promise to “drain the swamp” in Washington, D.C. He told the American people that he would “not be controlled by the donors, special interests and lobbyists who have corrupted our politics and politicians for far too long.”<sup>13</sup> Instead, he told Americans, he would work “only...for the people of the U.S.”<sup>16</sup> He promised to rid the government of special interests that have “rigged our political and economic system for their exclusive benefit.”<sup>17</sup> American workers, he said, would take precedence over wealthy corporations in a Trump-led White House.

As a candidate, Trump released a “Contract with the American voter,” which outlined a list of actions that he would take to “clean up the corruption and special interest collusion in Washington, D.C.” and to “protect American workers.”<sup>18</sup> Since taking office, President Trump has continued to tout his efforts to “look[] out for the American workers who Washington has left behind.”<sup>19</sup>

## FINDINGS

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**President Trump has pushed policies and initiatives that advance corporate special interests at the expense of America’s workers.**

Each Labor Day, we celebrate the contributions of the labor movement and of all workers to our economy and society.<sup>20</sup> This Labor Day—President Trump’s first in office—provides a fitting opportunity to assess whether President Trump has, in fact, made protecting and fighting for American workers a top priority of his

Administration, and whether he has kept his promises to America’s workers.

This report provides a review of President Trump’s actions affecting America’s workers. It finds that, in the nearly eight months since his inauguration, the President—working with Republicans in Congress—has betrayed the working men and women who voted for him—while rewarding Washington insiders and big corporations that boost profits by finding more and

more ways to squeeze working families out of wages, benefits, and good working conditions.

Instead of helping workers, President Trump and the Republican Congress have taken dozens of actions that harm them. He has appointed key administrative staff who have long worked against the interests of America's labor force to important Department of Labor and National Labor Relations Board posts. He has signed laws that roll back important rules that protect workers' health, safety, and financial security and has delayed or weakened other rules that help workers. He has also proposed huge budget cuts at federal agencies that support workers.

## 1. President Trump's nominees have a history of turning their backs on American workers.

The President is responsible for filling 4,000 political appointments within his Administration.<sup>21</sup> At the outset of his presidency, President Trump had the opportunity to appoint 16 Department of Labor (DOL) and National Labor Relations Board (NLRB) officials.<sup>22</sup> He could have chosen men and women with demonstrated records of defending American workers against abusive corporations. Instead, the President took a different approach, selecting numerous DOL and NLRB appointees with histories of supporting and proposing policies that are harmful to workers. These appointees include:

- **Andrew Puzder:** On December 8, 2016, then President-Elect Trump announced his intention to nominate Andrew Puzder to serve as the Secretary of Labor.<sup>23</sup> Puzder was then the CEO of CKE Restaurants, Inc., the parent company of the Hardee's and Carl's Jr. fast food chains.<sup>24</sup> At the time of Puzder's nomination announcement, President-Elect Trump stated that Mr. Puzder had an "extensive record fighting for workers" and would "ensur[e] workers receive the benefits they deserve."<sup>25</sup>

In reality, CKE Restaurants has a prolific record of labor abuses.<sup>26</sup> Under Mr. Puzder's leadership, workers at Hardee's and Carl's Jr. received "rock-bottom wages," were not fully compensated for overtime hours, and labored

in unsafe workplaces that resulted in employee injuries.<sup>27</sup> The Labor Department has closed over 100 investigations at stores affiliated with CKE since 2004, resulting in payments totaling more than \$150,000 in back wages to nearly 1,000 employees—mostly for violations of minimum wage and overtime pay laws.<sup>28</sup> Mr. Puzder himself is contemptuous of low-wage workers and publicly demeaned his own labor force: he has described the workers in his restaurants as "the best of the worst" employees from "the bottom of the pool."<sup>29</sup> He vehemently opposes changes to the minimum wage and has criticized federal efforts to increase the overtime pay threshold for salaried workers,<sup>30</sup> both of which would boost the wages of millions of Americans.<sup>31</sup>

Following public outcry from workers, labor advocates, and Democratic Senators, Mr. Puzder withdrew his nomination for Secretary of Labor.<sup>32</sup>

- **Alexander Acosta:** Following Mr. Puzder's withdrawal from consideration as Labor Secretary, President Trump nominated Alexander Acosta as his Secretary of Labor. Secretary Acosta was a far better choice than Puzder, but, even before his confirmation, he failed to show that he was willing to be a strong advocate for workers and put DOL in the best possible position to achieve its mission of promoting the "welfare of wage earners, job seekers, and retirees."<sup>33</sup> He left behind a deeply concerning record at the Department of Justice, where the Inspector General found that he failed to properly supervise a subordinate engaged in a politicized hiring scandal.<sup>34</sup>

Since taking office, Secretary Acosta has repeatedly worked to revoke or delay the implementation of key rules protecting worker safety, overtime pay, and retirement savings.<sup>35</sup> He submitted to Congress a budget request that would decimate the Department's funding, especially for workforce development and job training programs,<sup>36</sup> and he has presided over a drop in key enforcement activities, such as by sharply reducing the Occupational Health

and Safety Administration's announcements of major safety violation penalties.<sup>37</sup>

- **Patrick Pizzella:** President Trump nominated Patrick Pizzella, a consultant with ties to extreme right-wing advocacy groups,<sup>38</sup> as Deputy Secretary of Labor,<sup>39</sup> responsible for overseeing day-to-day operations at DOL.<sup>40</sup> Mr. Pizzella has a long history of working against enforcement of important labor laws. In the 1990s, he worked on a lobbying team led by Jack Abramoff—who later pled guilty to fraud, tax evasion, and conspiracy to bribe federal officials—that unsuccessfully worked to exempt the Northern Mariana Islands, a U.S. territory, from federal labor laws. The territory's government, which hired Mr. Abramoff and Mr. Pizzella's team, sought to protect manufacturers that were found to be putting "Made in the USA" labels on products while ignoring American labor laws as workers were subjected to terrible conditions, including indentured servitude, forced abortions, and sex slavery.<sup>41</sup>
- **Marvin Kaplan:** One of President Trump's two nominees for the National Labor Relations Board (NLRB)—the body that protects workers' right to collectively bargain and organize without interference from their employer<sup>42</sup>—Marvin Kaplan has spent much of his career trying to undermine the NLRB. As a Republican staffer in the House of Representatives,<sup>43</sup> he fought protections for low-income workers, such as the overtime rule, and wrote bills to reverse NLRB decisions and make it easier for corporations to avoid bargaining with workers. For example, he helped draft the Workforce Democracy and Fairness Act, which would force workers to wait more than a month before voting on union representation and allow employers to significantly delay elections even further.<sup>44</sup> Mr. Kaplan also worked on the Kline-Miller Multiemployer Pension Reform Act, which became law and now allows pension funds to slash benefits, which could leave hundreds of thousands of retirees relying on hard-earned pension benefits out to dry.<sup>45</sup>

- **William Emanuel:** In a one-two punch to collective bargaining, President Trump also nominated William Emanuel, an attorney who has spent decades representing large employers and trade associations, which supported his nomination, against workers and unions.<sup>46</sup> Companies that Mr. Emanuel has represented have dozens of cases open before the Board,<sup>47</sup> and he has publicly taken anti-union positions on several key issues that the Board will likely consider.<sup>48</sup> He has, for example, advocated against workers' right to bring class action lawsuits against their employers. He wrote that because "there are many opportunities for employees to engage in concerted activity under the [National Labor Relations Act]," workers' ability to "fil[e] a class or collective action is only one example" and is therefore dispensable.<sup>49</sup> He has also argued against workers' right to organize in the workplace, claiming that it constitutes a complete departure from the rule of law and that "[m]any employers suffer" when union organizers are not arrested for trespassing.<sup>50</sup>

In addition, President Trump has hired numerous lobbyists and industry insiders to serve in Labor Department positions. For example:

- **Byron Anderson** works at DOL as a Special Assistant to the Secretary. He is the former Vice President of Federal Affairs at Transamerica, an insurance company, where he lobbied against financial regulations, such as DOL's "fiduciary rule" protecting retirement savers from investment advisers who cheat them.<sup>51</sup>
- **Geoffrey Burr**, a former Vice President of Government Affairs at the Associated Builders and Contractors, a trade association that has opposed safety protections for workers,<sup>52</sup> served as a Special Assistant to the Secretary at DOL from January 2017 to April 2017.<sup>53</sup>
- **Wayne Palmer**, a former lobbyist at Fontheim International, recently became Deputy Assistant Secretary of Labor for Mine Safety and Health after serving as Chief of Staff for the Office of the Secretary at DOL from May until August.<sup>54</sup>

## 2. President Trump, working with Republicans in Congress, has signed multiple anti-worker bills into law.

President Trump and Republicans in Congress have not voted on or signed a single piece of major legislation to increase the economic security of workers. They haven't increased the minimum wage and have not revamped our nation's crumbling infrastructure.<sup>55</sup>

Instead, disingenuously arguing that regulations inherently reduce job growth, President Trump and the Republican-led Congress have focused on passing laws that overturn important regulations put in place by President Obama that help workers stay safe on the job and build a little economic security for themselves and their families.<sup>56</sup> To do so, they have relied upon the obscure *Congressional Review Act* (CRA), a legislative tool that forgoes typical congressional hearings, minimizes debate, and requires only a simple majority to pass.<sup>57</sup> Using the CRA, President Trump has signed four laws that roll back important worker protections. They include:

- **Reducing Workplace Safety Recordkeeping Requirements:** Since the early 1970s, large employers in the most dangerous industries have been required to record serious illnesses and injuries their employees suffer on the job to the Occupational Health and Safety Administration (OSHA).<sup>58</sup> OSHA, an agency within DOL that works to ensure that Americans work in “safe and healthful working conditions,” uses data from these employers to prioritize workplace inspections, targeting industries where workers are at the highest risk of injury.<sup>59</sup> In addition, the Department uses this data to publish yearly statistics on the workplace hazards that kill 4,800—and injure another three million—American workers every year.<sup>60</sup>

In December 2016, the Obama Administration issued a final rule, “Clarification of Employer’s Continuing Obligation To Make and Maintain an Accurate Record of Each Recordable Injury and Illness,” that clarified the long-standing requirement that employers keep accurate records of injuries and illnesses that happen

in their workplaces for a period of at least five years. The rule created “no new compliance obligations” for employers, as it simply made official a requirement that OSHA had enforced for decades under Democratic and Republican administrations.<sup>61</sup>

Rather than keep in place this common-sense update to OSHA regulations, Republicans in Congress chose to use the CRA process to repeal it. H.J. Res. 83 was introduced in February to overturn the rule. President Trump signed this bill—giving employers a free pass to falsify or neglect to keep accurate workplace injury records and increasing the odds that workers will be injured or even killed—in early April.<sup>62</sup>

- **Eliminating Protections for Millions of Americans Who Work for Federal Contractors:** Each year, Americans spend nearly \$450 billion in tax dollars to pay federal contractors that provide goods and services to the government.<sup>63</sup> These private companies provide numerous services—ranging from building battleships to serving snacks at National Parks—and employ around 28 million workers.<sup>64</sup> In exchange for receiving taxpayer dollars, federal contractors are required to comply with federal worker protection laws. And while most federal contractors are good employers, some cut corners on safety, or squeeze workers on wages, to increase their profits.<sup>65</sup>

To ensure that taxpayer dollars are spent responsibly and to keep the federal government from funding abusive contractors, President Obama issued the *Fair Pay and Safe Workplaces Executive Order* in 2014, which required private companies to disclose past labor law violations when bidding for federal contracts worth \$500,000 or more.<sup>66</sup> In August 2016, the Department of Defense, General Services Administration, and National Aeronautics and Space Administration jointly issued a final rule implementing the *Fair Pay and Safe Workplaces* order.<sup>67</sup> The rule represented an important step in stopping taxpayer money from going to

companies that steal wages, endanger workers, and violate their employees' civil rights.

Rather than uphold protections for the millions of employees of federal contractors, President Trump chose to eliminate them. In January 2017, just days after President Trump took office, Republicans in the House of Representatives introduced H.J. Res. 37—a resolution to overturn the *Fair Pay and Safe Workplaces* rule. The resolution passed the House and Senate almost entirely along party lines, and was signed into law by President Trump on March 27, 2017.<sup>68</sup>

- **Eliminating Retirement Savings Options for Millions of American Workers:** Around half of American households ages 55 and older have nothing saved for retirement,<sup>69</sup> and two thirds of working households between ages 55 and 64 have less retirement savings than their annual income.<sup>70</sup> A key reason for Americans' lack of retirement savings is that 55 million Americans do not have access to a workplace retirement account.<sup>71</sup> In response, seven states—and multiple cities—have passed legislation to provide simple retirement accounts to workers and small businesses, with 23 more states considering proposals.<sup>72</sup> These innovative, city- and state-led efforts would go a long way toward chipping away at the retirement crisis in our country.

However, instead of supporting these efforts, Republicans in Congress—pressured by the U.S. Chamber of Commerce<sup>73</sup>—passed two bills—H.J. Res. 66 and H.J. Res. 67—to pull the rug out from under these state and city retirement proposals just as states were beginning to roll them out. Despite Republicans' oft-stated concerns with overregulation and federal overreach, these bills repealed Obama Administration rules that “removed regulatory hurdles” for the states and cities establishing these programs and interfered in popular, promising efforts by state and local governments.<sup>74</sup> President Trump signed H.J. Res 66 into law on May 17, 2017,<sup>75</sup> and H.J. Res. 67 on April 13, 2017.<sup>76</sup>

- **Other Pending Legislation that Would Harm Workers:**

In addition to the bills that have passed and been signed by the President, Republicans in Congress are working to pass more bills that would harm American workers. Republicans have introduced H.R. 2723, the *Employee Rights Act*, and H.R. 785/S. 545, the *National Right-to-Work Act*—aimed at weakening unions and interfering with workers' legal right to join together to bargain for better wages and working conditions.<sup>77</sup> The *Davis-Bacon Repeal Act*, introduced in both the House and Senate, would eliminate critical wage protections for employees of federal contractors.<sup>78</sup> And the deceitfully named *Working Families Flexibility Act*, which President Trump has endorsed, would allow employers to withhold overtime pay in exchange for time off—regardless of what the employee wants.<sup>79</sup>

President Trump and the Republican-led Congress have not used their majority to push for legislation that “protects” and “fights for” workers. Instead, they have worked tirelessly to rip protections *away* from workers—making it easier for corporations to take advantage of the nation's labor force.

### 3. The Trump Administration has delayed and weakened basic worker protections.

President Trump and his appointees have enormous power to write and interpret the Department of Labor rules and regulations that help protect workers. But instead of using this power to address the thousands of fatal workplace injuries<sup>80</sup> or the billions of dollars that employers steal from their low-wage workers<sup>81</sup> each year, President Trump has delayed or gutted basic protections for workers' safety, paychecks, and retirement security, hurting workers while advancing the interests of big corporations and special interests.

President Trump claimed to have a rule when it came to DOL rules and regulations: he said they “should have to pass a simple test: Does it make life better or safer for American workers?”<sup>82</sup> But President Trump

has broken his promises to apply this test, instead delaying or weakening important rules and putting workers at risk.

- The Administration is working to **deny 4.2 million workers eligibility for overtime pay** by beginning the process to revoke the Obama Administration's overtime rule, which doubled the salary threshold for a worker to receive overtime protections under federal law and made 4.2 million workers newly eligible for overtime.<sup>83</sup> This action followed an extensive, years-long lobbying and litigation campaign opposing the rule, orchestrated by big business groups such as the Chamber of Commerce and the Retail Industry Leaders Association, which represents large employers like Wal-Mart.<sup>84</sup>
- Under President Trump, OSHA has **twice delayed the effective date of the Beryllium Rule**, which was finalized by the Obama Administration to update the 40-year-old standards for exposure to beryllium, a toxic substance that causes chronic lung disease, lung cancer, and death.<sup>85</sup> The Administration gave no substantive explanation for the delays, but the White House did meet with industry groups such as the Associated Builders and Contractors, which have opposed implementation of the rule, prior to announcing its delay.<sup>86</sup> And after the delay, at the urging of manufacturers of materials that contain Beryllium who were worried that the companies using their products would switch to safer materials, the DOL moved to partially exempt the shipbuilding and construction industries from the rule<sup>87</sup>

62,000 workers—including 11,500 in the construction and shipyard industries—encounter beryllium at work, and this rule was expected to save 90 lives each year.<sup>88</sup> Nevertheless, the Administration continues to work to weaken this rule, despite the White House's empty claims that President Trump is “not lowering any safety regulations” and “safety is a top priority.”<sup>89</sup>

**OSHA delayed enforcement of another worker safety protection—the silica rule—for**

the construction industry.<sup>90</sup> This rule updated decades-old standards designed to protect workers from exposure to crystalline silica, which leads to lung cancer, silicosis, and other respiratory diseases. The rule was projected to save more than 600 lives each year,<sup>91</sup> ensuring that workers do not have to risk early, painful deaths in order to put food on their family's table. Instead, the Trump Administration needlessly held off on enforcing it for months, putting the 2 million construction workers exposed to silica in danger.<sup>92</sup> The decision was supported by lobbyists for big construction companies. For example, the Associated Builders and Contractors, Inc.—where Trump appointee Geoffrey Burr served as chief lobbyist before moving to DOL<sup>93</sup>—requested the delay, along with other industry groups, just one month before it was announced.<sup>94</sup>

- The DOL also **delayed the fiduciary rule, which protected workers' retirement savings by requiring investment advisers to recommend the products that are in the best interests of their clients instead of the products that offer the adviser the highest fees or fanciest prizes.** The conflicts of interests created by those perks and kickbacks cost workers saving for retirement \$17 billion per year.<sup>95</sup> Just weeks into the new administration, trade associations representing banks and insurance companies, including the Financial Services Roundtable, the Chamber of Commerce, and the Securities Industry and Financial Markets Associations, continued their long-running lobbying campaign against the rule by meeting with White House officials and publicly announcing their support for delaying it.<sup>96</sup> Though Secretary Acosta concluded that he could not do all that Wall Street wanted and legally delay the rule even longer,<sup>97</sup> the two-month delay alone is estimated to have cost workers more than \$3.7 billion dollars in lost retirement savings.<sup>98</sup> And in August DOL proposed delaying total implementation of the rule from January 1, 2018, until July 2019—a full 18 months.<sup>99</sup> American workers have waited long enough, and, just when they were starting to enjoy the benefits of this new consumer

protection, the Trump Administration is working to undermine it once again.

- In the midst of a rapid increase in coal miner deaths that began this year, the Administration **delayed a rule that would require mines to be examined before work started** and require mine operators to maintain records and inform their workers about dangerous working conditions.<sup>100</sup> That rule was also strongly opposed, including through litigation, by industry groups, including the National Stone, Sand & Gravel Association and the National Mining Association, which professes on its website a commitment to “going beyond what’s required by regulations.”<sup>101</sup>
- **The Equal Employment Opportunity Commission ended efforts to collect data on pay gaps by gender and race.** Women working full time make only around 80 percent of the wages that men working full time make,<sup>102</sup> and the gap between white and black workers is even larger—26.7% and worsening steadily.<sup>103</sup> In 2016, the Equal Employment Opportunity Commission (EEOC) revised a form—the EEO-1 report—requiring some large employers to include summary data on wages broken down by race and gender. EEOC instituted this change so that it could better “identify trends, inform investigations, and focus resources.”<sup>104</sup> In late August, the Trump Administration removed this new requirement, making it easier for large employers to sweep wage discrimination under the rug and squashing future efforts to better understand the enormous wage inequalities that women and workers of color face.<sup>105</sup>

These regulatory actions affect millions of workers’ physical safety or retirement security. And they all have a couple of things in common: they affect rules that were studied, debated, and revised for years before being issued; and they roll back rules where the benefits were determined to outweigh the costs. These rules appear to have been delayed or revoked for little reason other than industry opposition, and they all shift cost and risk—both physical and financial—onto the backs of hardworking men and women and their families.

Other rollbacks were less complex, but still could have a significant impact on workers. For example, in August 2017, OSHA “erased data on workplace deaths from the home page of its website...and changed its policy to disclose fewer fatal accidents in the future.”<sup>106</sup> This information “was replaced with information on how companies can voluntarily cooperate with OSHA to reduce safety risks.”<sup>107</sup> Worker safety advocates indicated that this move was “a conscious decision [by DOL] to bury the fact that workers are getting killed on the job.”<sup>108</sup>

#### 4. President Trump’s proposed budget would further undermine America’s workforce.

In a further display of disregard for the interests of workers, President Trump proposed massive budget cuts to the Labor Department—a 20% cut, or \$2.4 billion decrease in funding, which would do enormous damage to DOL’s ability to enforce federal labor laws and protect and support the nation’s workers and retirees, as President Trump promised to do.<sup>109</sup>

In particular, President Trump proposed a whopping 38% cut to Training and Employment Services<sup>110</sup>, which is especially remarkable in light of the Administration’s professed prioritization of these programs. President Trump paid lip service to job training during the White House’s “Workforce Development Week,” declaring, “We are going to do everything we can to make sure more young people have opportunities” after a tour of a technical college in Wisconsin.<sup>111</sup> But the White House budget proposal reveals exactly the opposite—that President Trump will try to pull the rug out from under young people in job training programs. In fact, the deepest cuts across the entire DOL budget are targeted at its workforce development programs.

The budget proposes:

- Major cuts to **Job Corps**, the nation’s largest training program for disadvantaged young people;<sup>112</sup>
- Elimination of the **Senior Community Service Employment Program**, which helps Americans

over the age of 55 find jobs with nonprofit organizations and government agencies;<sup>113</sup>

- Elimination of the **Women in Apprenticeship program**, which helps facilitate access to and successful participation in apprenticeship programs for women. Just this August, Secretary Acosta, in announcing funds from last year's appropriations for this program, said, "This Administration is committed to increasing women's participation in STEM by expanding the number of quality apprenticeships across the U.S..."<sup>114</sup> This Administration's budget, however, proposes eliminating the program, because its goals "will be met with the broader Apprenticeship program"—for which, despite all of his rhetoric, President Trump has proposed no new funding;<sup>115</sup>
- A 75% funding cut to the **Women's Bureau**, which identifies and promotes policies that advance the interests of women in the workplace, such as by combatting wage discrimination and providing flexibility and support for working mothers and other caregivers;<sup>116</sup>
- Cutting funding for the **Office of Disability Employment Policy (ODEP)** by nearly a third. ODEP works with other agencies, employers, and service providers to increase employment opportunities for people with disabilities

and address discrimination on the basis of disability;<sup>117</sup>

- Elimination of the **Susan Harwood Training Grant Program**, which assists non-profit organizations in training workers and employers on identifying and avoiding safety and health hazards in workplaces;<sup>118</sup>
- Funding reductions for the **Office of Federal Contract Compliance Programs**, which helps address employment discrimination by federal contractors, and merging it into the Equal Employment Opportunity Commission;<sup>119</sup>
- A 40% cut to the **National Institute for Occupational Safety and Health**, which would eliminate research and training efforts focused on particularly hazardous industries, such as construction, agriculture, and fishing;<sup>120</sup>
- Attacks on the retirement savings of federal employees, including the elimination or reduction of cost-of-living adjustments currently in place through the **Federal Employee Retirement System** and the **Civil Service Retirement System**.<sup>121</sup> In addition, the budget would require federal workers to increase their pension contributions by an average of \$5,000 a year, yet result in federal employees receiving smaller payments once they retire.<sup>122</sup>

## CONCLUSION

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In the first eight months of his presidency, President Trump has betrayed his promise to "protect" and "fight for" American workers. Instead, he has nominated a slew of Department of Labor appointees with records of fighting against workers' interests; signed multiple

anti-worker bills into law; revoked multiple worker safety and retirement protections under the guise of "eliminating red tape;" and proposed a budget that would defund critical programs for our nation's workers.

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