

# USW@Work

A Regular Publication of the United Steelworkers

Volume 16/2

A Powerful Voice for Workers



*Where's the money going?*  
**TO PENSIONERS**

**TO SECURE THE  
RETIREMENT  
SHE WORKED HER  
WHOLE LIFE FOR.**

**THE AMERICAN  
RESCUE PLAN ACT**

## Underfunded Multiemployer Defined Pension Plans — Relief Finally Arrives



**BILL PIENTA**  
SOAR President

**Many critics disapproving of the recently-passed American Rescue Plan Act of 2021 (ARPA) are complaining it has a number of provisions in the relief package that are not COVID-19 related.**

One such item included in the relief package addresses the multiemployer pensions crisis. Although the crisis began long before the COVID-19 pandemic, the economic consequences of COVID-19 exacerbated the challenges facing many multiemployer plans, employers, and essential workers; therefore, making immediate financial relief crucial. I am certainly glad it was part of the ARPA.

Over 100 multiemployer defined pension plans were expected to run out of money in the next 20 years, some as early as 2025. Due to a combination of the 2008-2009 economic recession, the deregulation and consolidation of certain heavily unionized industries, and an overall demographic shift away from unionized labor has resulted in many, if not most, multiemployer pension plans being underfunded, according to a prominent law firm. But thanks to the Butch Lewis Emergency Pension Plan

Relief Act being passed in the ARPA, this long-overdue legislation to fix the multiemployer pension crisis has been resolved. The Butch Lewis Act has made an immediate impact on the livelihood of over 1.5 million people, with 120,000 of them being present and former USW-represented members.

The Congressional Budget Office estimates the pensions' cost savings for these multiemployer plans will be approximately \$86 billion due to the investment from the Butch Lewis Act of 2021. I cannot think of a better use for funds in the American Rescue Plan than to rescue the retirement future for 120,000 USW members and their families.

A significant number of USW-represented retirees who are impacted by this legislation do not actively belong to SOAR, but that did not stop SOAR from fighting for them. SOAR lobbied, wrote postcards, and made phone calls in support of the provisions of the Butch Lewis Act to address this important issue. It would be great if the USW retirees who benefitted from our hard work would reconsider becoming a member of SOAR. But regardless, SOAR will continue to fight for what is right for our retirees.

**On May 23, 1985**, at the Union's 30th International Convention, USW delegates voted unanimously to add an amendment to the USW Constitution recognizing SOAR as an affiliate organization of the USW, solidifying its focus on the unique issues impacting USW retirees and their spouses.

Since then, SOAR has been integral to our union's mission by actively defending vital programs like Social Security and Medicare, protecting Steelworker pension plans, and more. Further, SOAR has engaged in countless efforts to assure security for current and future generations of retirees regardless of whether they belong to a union.

SOAR is how retirees stay connected to our union and where we continue our fight for retired and working families.





## Small Margins Yield Big Results

In March, President Biden signed the American Rescue Plan Act of 2021, which breaks from the tradition of previous stimulus efforts, and delivers significant benefits to working families.

To the great relief of approximately 120,000 Steelworker members and retirees, the plan included the Butch Lewis Emergency Pension Plan Relief Act. The Butch Lewis Act provides up to \$86 billion for multiemployer pension plans that were facing peril resulting from corporate bankruptcies, industry consolidation and investment losses, and the economic fallout related to the coronavirus. This investment will ensure more than 100 at-risk multiemployer pension plans covering ten million union members, widows and retirees will be fully funded for at least 30 years.

However, the American Recovery Act's primary focus is to address the protracted health and economic crises stemming from the COVID-19 pandemic.

### Regarding health, the plan:

- ▶ Provides \$48.3 billion for COVID-19 testing and contact tracing,
- ▶ Allocates \$7.5 billion for the distribution of vaccines,
- ▶ Stimulates domestic job creation with the investment of \$10 billion in the production of PPE, vaccines and medical supplies,
- ▶ Extends COBRA coverage for uninsured workers with a 100 percent subsidy, which is vital because it ensures many of our Steelworker siblings will continue to have access to quality, affordable health care, and
- ▶ Extends more than \$150 million for COVID-19 worker protections, with \$75 million dedicated to OSHA enforcement in high-risk sectors.

### Regarding the economy, the plan:

- ▶ Will immediately direct \$1,400 to lower- and middle-income families who have been hit hardest over the last year,
- ▶ Provides an average tax cut of more than \$6,000 to more than 70 percent of Americans, and
- ▶ Enhances unemployment benefits through September, providing an additional \$300 for impacted workers.

So much more could be written about how working people will benefit from this historic legislation, and I'd like to close by noting how significant Steelworkers were in making all of this happen.

This legislation was able to reach the President's desk because it had the support of pro-worker majorities that we helped elect by making phone calls, knocking on doors, and talking to each other in our worksites and communities.

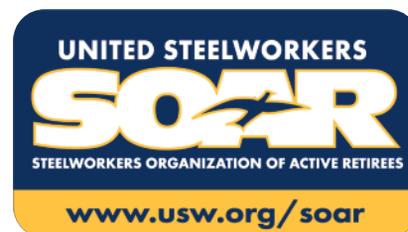
Additionally, the inclusion of the Butch Lewis Act in the American Rescue Plan is a monumental victory for our union and so many of our members, retirees and staff who all worked for nearly a decade to see this through.

Be proud, Steelworkers! We did it!

*Join with us, as we continue the fight to protect and enhance the quality of life of our retirees and working families. We are stronger together!*



HAPPY SPRING!



facebook.com/groups/uswsoar

**SOAR in ACTION**  
**USW@Work**

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Julie Stein, Editor  
Alysse Rico, Copy Editor  
Eric Russell, Copy Editor  
Jay McMurrin, Copy Editor

Address editorial material to:  
Editor, *USW@Work*, *SOAR in Action*  
United Steelworkers  
60 Blvd. of the Allies  
Pittsburgh, PA 15222

Send address changes only to:  
USW Membership Department  
60 Blvd. of the Allies  
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Or E-mail: MEMBERSHIP@USW.ORG

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# SOAR Activism **WINS** the **DAY!**

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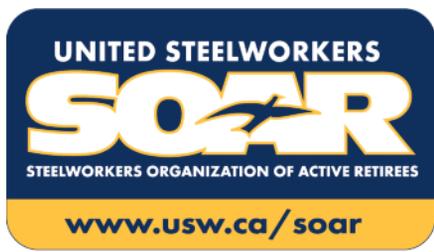


Unrelenting activism by SOAR members in British Columbia has led to a resounding victory—the elimination of excessive hospital parking fees that were a burden to families and friends visiting their loved ones.

Dogged lobbying and coalition building by SOAR Chapter 3-14 PAC members recently led the B.C. Health Minister to suspend paid hospital parking during the COVID-19 pandemic. SOAR members and their allies are now intent on ensuring this decision is made permanent.

**The following timeline demonstrates the tremendous commitment of SOAR members and the effectiveness of their activism:**

- ▶ A Chapter 3-14 resolution on hospital parking fees is passed unanimously at the USW Canadian National Policy Conference.
- ▶ The SOAR/USW resolution is endorsed by the National Pensioners Federation, which has a similar resolution on its books.
- ▶ B.C. MLA Garry Begg supports the SOAR campaign.
- ▶ Chapter 3-14 pursues Freedom of Information requests to obtain facts on revenue generated by hospital parking fees.
- ▶ Chapter 3-14 and USW District 3 activists secure meeting with the B.C. Health Minister.
- ▶ SOAR delegates seek support of Council of Senior Citizens Organization and all of its affiliated organizations to ratchet up government lobbying. Members of the Canadian National Railway Retirees also join lobbying efforts.
- ▶ Chapter 3-14 members deliver a presentation to the board of directors of the Fraser Health Authority, resulting in positive media coverage of the issue.
- ▶ SOAR resolution is passed by the B.C. Federation of Retired Union Members and several labour councils in the province.
- ▶ Resolution is passed unanimously by delegates to the B.C. NDP Convention.
- ▶ City of Port Coquitlam Mayor Brad West also requests that the B.C. government suspend hospital parking fees.
- ▶ Success! B.C. Health Minister suspends hospital parking fees during pandemic.
- ▶ Groups including SOAR, the B.C. Federation of Labour and the Langley East NDP Constituency Association (with three SOAR members on its executive) petition the government to permanently ban hospital parking fees.



*SOAR and its allies will remain vigilant to ensure these regressive fees, which are a particular burden on seniors, are gone—for good.*

# IN MEMORIAM



## ALEX Q. LOPEZ

*Retired Director and SOAR Activist*

The Steelworkers Organization of Active Retirees (SOAR) mourns the loss of former District 39 Director Alex Q. Lopez of Tucson, Ariz., who passed away at his home on January 27, 2021, at the age of 80.

**Alex Q. Lopez  
1940-2021**

Lopez served in key positions for the USW through its most challenging times in the 1980s and 90s. He worked his way up the union's ranks by starting out as a brick mason for Kennecott Copper's smelting operations in Arizona.

Lopez became an active union member early on while at Kennecott and from there rose up the ranks of USW leadership. He served as a grievance man and later local union president, and an international staff representative. In 1983, he was tapped to be the Steelworker chief negotiator in the famous Phelps-Dodge (P-D) strike. The strike resulted in the decertification of USW locals and locals of 12 different unions in the P-D bargaining units spread across Arizona, New Mexico, and Texas. Barbara Kingsolver, author of

"Holding the Line: Women in the Great Arizona Mine Strike of 1983," raised the question with Lopez why the union wasn't able to achieve a settlement in the strike. Lopez replied: "There can be no doubt about that now. P-D is just out to bust unions."

Following the strike, Lopez went on to become sub-district director and director of the former District 39 (1991-1993). He resigned from his position as district director at the request of then-International President George Becker (1993-2001) when tapped to serve as his special assistant for organizing and negotiating.

Following his career as an active Steelworker, Alex became an active member of SOAR Chapter 39-8 in Tucson, Ariz. Most recently, he dedicated his time to supporting line strikers in the most recent action against ASARCO Mining.

Alex Lopez was born in Hayden, Ariz., on July 17, 1940. He dedicated his life to our movement and will be greatly missed. A devoted husband and father, he was preceded in death by the love of his life and bride of 55 years, Molly Garcia Lopez. He leaves behind a son, Alex Lopez, Jr.; a daughter, Lisa L. Santa Maria; ten grandchildren, as well as 17 great-grandchildren.

*May he rest as he served our Union ~ in power and in peace.*



# SOAR in ACTION



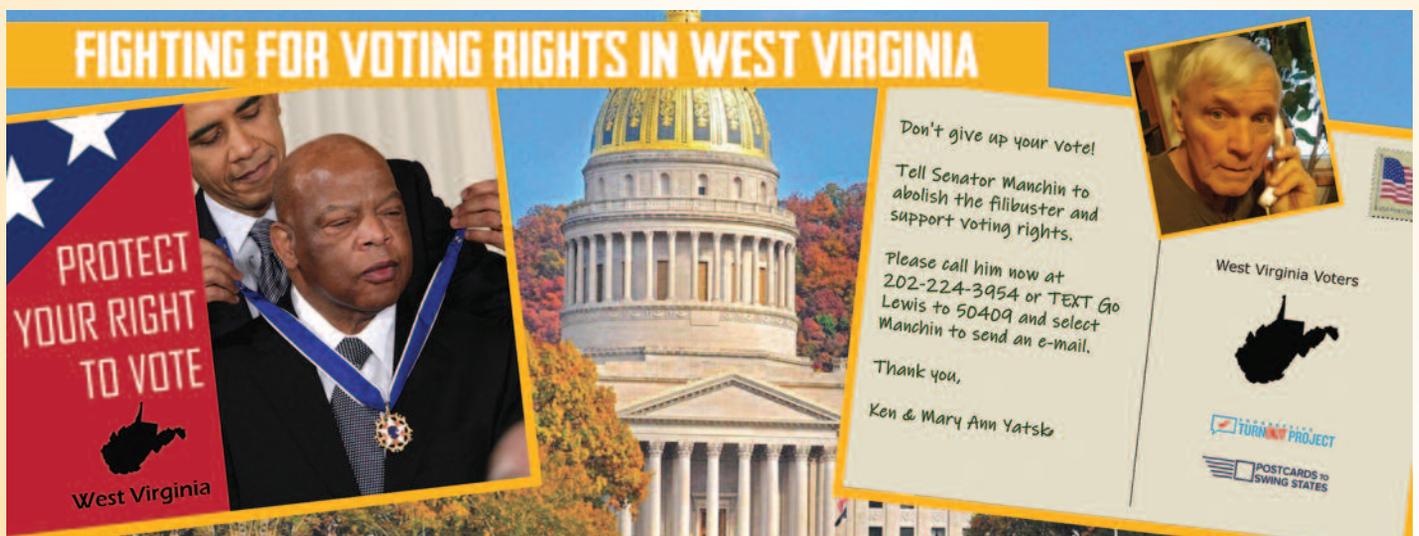
Plymouth, IN — In February, newly elected officers of SOAR Chapter 30-18 in Northern Indiana took their oath of office, agreeing to provide leadership for the chapter for the next four years. At our monthly meeting in March, the new officers were asked to pose for a photo commemorating the occasion. Due to the pandemic requirement to wear face masks, we are unable to identify these officers and are wondering who they are. At any rate, we are grateful for their willingness to accept their positions. And one officer, it seems, skipped out when the photo was being taken. Thanks to all those who serve as SOAR chapter officers!



New Bedford, MS — At 7:00 a.m. on Tuesday, March 30, 1,300 Steelworkers employed by Allegheny Technologies Incorporated (ATI) walked out in protest at facilities in Pennsylvania, Ohio, New York, Massachusetts, and Connecticut. Shown above, members of SOAR Chapter 4-16 support USW Local 1357 at the picket line with their unfair labor practice strike against ATI.

Recently chartered, in March, SOAR Chapter 4-16 is USW District 4's newest SOAR chapter for the district and the first chartered in Massachusetts. From left to right, retirees Charlie Buckley, George Pimental, Michael DeCosta, Robert Giusti, Al Polk, George St. Jean, Ollie Mingola, Dennis Bretton, Donald Rei and Angela Chumack.

## IN SOLIDARITY!



Kouts, IN — Pictured above, in the right corner, District 7 SOAR Coordinator Ken Yatsko (SOAR Chapter 7-1) is one of many SOAR activists who wrote postcards urging swing state voters, such as West Virginia residents, to contact their U.S. Senators to tell them that voting rights are more important than Senate procedure. The effort is in support of HR1, the For the People Act, and HR4, the John Lewis Voter's Rights Restoration Act, which

would guarantee voting rights nationwide. However, Republicans in the Senate intend to use the filibuster to stop them from becoming law. U.S. Senator Manchin of West Virginia is one of two Democrats currently more committed to keeping the filibuster than to keeping our voting rights. Ken and his wife Mary Ann, also a SOAR member, helped to write, address and mail the postcards during the postcard campaign.

“The test of our progress is not whether we add more to the abundance of those who have much; it is whether we provide enough for those who have too little.”

Franklin D. Roosevelt

**The American Rescue Plan, which passed through Congress and was signed by the President in recent weeks, is historic for its breadth and ambition but more importantly because, unlike previous stimulus efforts, the direct beneficiaries of this legislation are working families. It builds a firm economic foundation so families have a chance at a brighter future, and part of that foundation is making sure we are taking care to ensure that our Nation’s pensions are secure.**

Approximately 130 multiemployer pensions were in crisis as a result of corporate bankruptcies, previous bad legislative decisions, industry consolidation and investment losses, the coronavirus-led economic crisis exacerbated this problem. This means hundreds of thousands of hard-working Americans, including USW members, risked losing their retirements through no fault of their own.

The USW has been fighting to help these workers for years. Now, the recovery package, which includes the Butch Lewis Emergency Pension Plan Relief Act of 2021 provides them with peace of mind. The bill provides up to \$86 billion for struggling multiemployer pension plans, which will directly protect the futures of 120,000 active USW members and retirees. The legislation stabilizes the pension system that has 10 million union members, widows, and retirees.

It will also shore up struggling plans, ensuring that they are fully funded for at least 30 years. Additionally, it will allow healthy plans to better account for the pandemic and help to ensure their solvency for the future.

There is so much more to highlight in this extraordinary effort, and you can find more information at [uswvoices.org](http://uswvoices.org), under the **Pro Worker Legislation We’ve Helped Get Passed** tab.

This is a years-long fight to protect our pensioners. It could not have been won without the help of all of you, and we are so grateful for your activism.

*Please stay safe and well, and keep up the great work you do!*





Tom Conway

# GOING BIG on INFRASTRUCTURE

Chris Sova and his co-workers at Bay County Medical Care Facility endured years of staffing shortages before COVID-19 made a grim situation even worse.

Workers sacrificed vacations and other personal time to keep the Essexville, Mich., facility operating as patients and staff members fell ill to the coronavirus and management struggled to recruit reinforcements.

Just like a road can be patched only so many times before falling apart, America's battered health care system and other long-neglected infrastructure can no longer continue functioning with Band-Aids and stopgap fixes.

That's why President Joe Biden's \$2 trillion American Jobs Plan not only earmarks money for crumbling highways and bridges but makes much-needed investments in school buildings, education and training, hospitals and airports, water systems, utilities, broadband, manufacturing facilities and health care services that are strained to the breaking point.

All require attention now because they work together like cement to keep society functioning.

"If you don't have healthy people, you don't need roads," remarked Sova, a licensed practical nurse, third-generation nursing home worker and unit president of United Steelworkers (USW) Local 15301-1.

The pandemic underscored America's need both to make major investments in infrastructure and to take the sweeping, holistic approach that Biden laid out.

For example, it's crucial to revitalize manufacturing supply chains to

ensure the nation can produce sufficient supplies of face masks and other critical items, upgrade transportation systems to speedily move goods around the country, modernize school facilities to produce globally competitive citizens and build the communications networks that enable Americans to learn and work from anywhere.

And the pandemic, which so far has claimed more than 561,000 lives and infected about 31 million people in the U.S., not only showed the importance of providing affordable health insurance but creating a more robust health care system with the capacity to meet Americans' needs.

"It's collapsing right now," Sova said of the nation's health care infrastructure.

He noted that facilities and

providers around the country need higher Medicaid reimbursement rates so they can recruit adequate numbers of workers, provide decent wages and benefits, combat understaffing, improve workplace safety, offer opportunities for advancement and put an end to the grueling overtime that's dangerous both for caregivers and the people they serve.

While health care workers received wide praise for their professionalism during the pandemic, the reality is that, even in normal times, they're fighting an uphill battle to ensure patients receive top-level care. It's essential to make improvements now because retiring waves of baby boomers will put more pressure on the system, increasing the risk of catastrophic failures.



“Pizzas are nice, but that’s not what we need,” Sova said, referring to gifts of food that workers at his facility and other nursing homes received for their heroic efforts during the pandemic. “We need money. We need funding. We need resources.”

Other kinds of infrastructure are also in dire straits.

The nation’s drinking water systems struggle with lead contamination and rely on pipes so old that, on average, one springs a leak every two minutes. Malfunctioning locks and dams create juggernauts on inland waterways, costing U.S. industry about \$44 million in delays every year. Nearly half of all Americans have no access to public transit, and those who do often have to travel on aging vehicles and rickety tracks.

A smoothly functioning society cannot afford any of this. Because of its wide-ranging investments, the American Jobs Plan will modernize the country, prepare it for the next crisis and provide work to millions of Americans hurt by the COVID-19 recession.

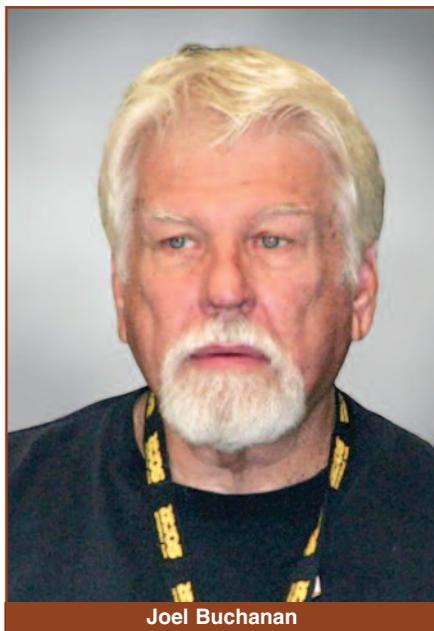
But the plan also provides a historic opportunity to dream big and rebuild better, to ensure a more equitable distribution of the nation’s resources and create a society that works for everyone.

That’s why Americans already support every major facet of the infrastructure program, with some parts—such as renovating veterans’ hospitals,

extending broadband, improving health care and establishing new job-training programs—scoring approval ratings of 70 percent or even higher. As Biden travels the country to explain his vision, he’s finding that people from all backgrounds want a stronger, more tightly knit America.

And so far, Biden revealed only half of his plan. He’s scheduled to roll out the remaining portions—to include additional investments in health care and child care, among other initiatives—in coming weeks.

“I think he’s absolutely on the right track,” said Joel Buchanan, a



Joel Buchanan

longtime USW member from Pueblo, Colo., and the vice president of Chapter 38-3 of the Steelworkers Organization of Active Retirees (SOAR) and District 12 representative to the group’s executive board. “In my area, we will benefit from almost every aspect of his infrastructure plan.”

Local mills will profit from road and bridge projects, Buchanan noted. Residents in outlying areas will welcome better access to broadband, he added, while disadvantaged schools need upgraded facilities, and Pueblo area retirees, many of whom lost family-sustaining manufacturing jobs many years ago, desperately hope for better access to health care.



“We’re investing in America and American workers and American society,” Buchanan said of the infrastructure program. “We’re building for the future. I think people are starting to realize we can make some great change happen.”

Because he holds his neighbors’ lives in his hands, Sova always considered health care to be part of the nation’s infrastructure.

He wants more Americans to see his work in the same light—and to realize the potential the nation has right now to make transformational, stem-to-stern changes that will help them “live their lives better.”

“Everything’s co-dependent,” he said. “You need healthy workers. You need them to build roads. You need roads to provide access to health care.”

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**President’s Perspective Blog Post:**  
<https://www.usw.org/blog/2021/going-big-on-infrastructure>

A ladle of molten iron is poured into a Basic Oxygen Process (BOP) furnace at U.S. Steel's Granite City Works, where it will be transformed into liquid steel. Photo via U.S. Steel

## President Biden's **BUILD BACK BETTER** Plan Starts to Take Shape

By Jeff Bonior

Now that President Joe Biden has implemented his \$1.9 trillion stimulus package to help in the fight against the COVID-19 pandemic, his top priority has turned to a robust infrastructure package to further enrich the lives of Americans.

Funds have been provided to pay for pandemic-related issues such as vaccines, unemployment, closed businesses and other unexpected hardships brought on by the spread of the coronavirus. Vaccines are being rapidly produced, and Americans are now able to get their virus protection, and semi-normal commerce in business has begun to return.

But President Biden is pushing ahead with his campaign promise to enact a major infrastructure package across America that has the potential to change America in a way not seen since President Franklin Roosevelt's New Deal policies did 90 years ago.

Many conservatives in Congress prefer to continue with a short-term infrastructure expenditure that only tackles repairing roads and bridges across the United States.

But President Biden is looking at a broader picture with a much-needed opportunity to build and repair many of America's essential services while creating millions of well-paying jobs. His "Build Back Better" plan not only includes modernizing roads and bridges but targets investments in upgrading schools, access to high-speed broadband, electric charging stations for the future of electric vehicles and clean-energy research. Biden is also proposing an aggressive approach to modernizing America's water infrastructure, the electrical grid, airports, seaports and the building of more hospitals, firehouses and other government buildings.

This seems like a tall order, but it is long overdue. As each year goes by that America neglects its most essential services, the price tag increases to return the U.S. to its former status as the envy of the world in public services.

President Franklin Roosevelt was faced with the task of digging America out of the Great Depression, and his aggressive government investment in rebuilding our nation was what put the U.S. back on track as the world leader in



innovation and financial prosperity for all its citizens. His most famous program was the Works Progress Administration (WPA) which employed approximately 8.5 million people and built nearly 600,000 miles of rural roads, 67,000 miles of urban streets, 122,000 bridges, 1,000 tunnels, 1,050 airfields and 4,000 airport buildings.

Many of these projects are still in operation today but need massive overhauls and rebuilding.

If fully implemented, President Biden's infrastructure plan is estimated to create nearly 18 million quality jobs in manufacturing and construction, many of them filled by union workers.

Today, the steel industry supports almost two million American jobs, including 387,000 direct iron and steel jobs, 716,000 supplier jobs, and 878,000 induced jobs from the American steel industry. With the Biden "Build Back Better" plan, these numbers will only increase exponentially as millions of manufacturing workers, tradespeople, engineers, architects, teachers and other workers gain meaningful employment while improving the quality of life for all Americans.

It is often mentioned how parents want their children to have better opportunities than they did, and sometimes mothers and fathers measure their child-rearing success on this premise. Leaving our children and grandchildren a modern, functioning infrastructure is part of providing a better life for them.

There will be debate and changes to Biden's plan as it works its way through Congress, but AAM encourages you to contact your U.S. Senator and U.S. House of Representative members and ask them to fight for this rare opportunity at a much-needed, Roosevelt-style infrastructure package. It is good for you, your children, manufacturing workers, labor unions and America in its place in the modern world.

Please contact your congressional representative offices and let them know we want robust infrastructure investment, and we want it now. Contact their state or district offices, or you can phone them at their Washington, D.C. offices by calling the capitol switchboard at 202-224-3121 and asking for your Senator or U.S. House of Representative's office. You will be connected and able to express your thoughts about the infrastructure that returns America to the world's most modern and innovative country in the world.

*Jeffrey Bonior is a staff writer for the Alliance for American Manufacturing.*



By Jay McMurren, SOAR Legislative Director

As this publication goes to print, and as Joe Biden approaches his 100th day in office, which happens on April 30, we are keeping an eye on the administration to determine if its actions are measuring up to the campaign promises. So far, he has kept his word and then some. The USW is especially pleased to let you know that he is walking the walk when it comes to his promise to implement policies and pass laws to strengthen the U.S. Labor Movement.

### Marty Walsh appointed as Secretary of Labor

Biden’s earliest steps included firing the Trump-era general counsel of the National Labor Relations Board on Inauguration Day and nominating a union member, Marty Walsh, to serve as the Secretary of Labor. Walsh was sworn in on March 23.

### Right to Organize Act (PRO Act)

Biden was out front leading the charge as the U.S. House of Representatives passed the Protect the Right to Organize Act (PRO Act) on March 9. The President has pledged to work for the bill’s passage in the Senate. He stated, “Strong, independent Unions built the American working class. It will take strong Unions to restore equity and security for workers of this generation.

### Butch Lewis Act through the American Rescue Plan Act of 2021

With the passing of the American Rescue plan, the Butch Lewis Act was passed, providing funding of multiemployer pension plans, which has fallen on hard financial times due to massive job losses brought on by our country’s failed trade policies. As part of the \$1.9 trillion COVID-19 pandemic relief package signed into law by the

President on March 11, the bill provides \$86 billion in grants to aid pension plans facing insolvency.

### American Jobs Plans — Rebuilding Our Infrastructure ~ Build Back Better

Biden’s next move is a program to create massive investment in our county’s crumbling infrastructure. The President is currently pushing the House and Senate to pass legislation to spend over \$2 trillion on our nation’s crumbling infrastructure.

With the passing of policies and laws such as those mentioned above, President Biden is proactive in fighting for retired and working families as he promised during his campaign.

Bill Pienta, SOAR President, said, “Biden’s first 100 days are a remarkable start, but there is plenty more work to be done.”



## Bold \$2 Trillion Infrastructure Plan Includes Substantial Resources for Long-Term Care

By Robert Roach, Jr.

**President Biden recently released a \$2 trillion plan that delivers on his campaign promise to create new jobs and upgrade America’s infrastructure.**

The proposal, called the American Jobs Plan, would invest in our nation’s aging roads, bridges, electrical grids, and rail lines while boosting manufacturing, investing in elder care and housing, and creating hundreds of thousands of good-paying jobs. Importantly it also calls on Congress to pass the PRO Act, which makes it easier for workers to join or form a union.

The American Jobs Plan includes around \$400 billion to expand home health care and services for seniors and the disabled and to increase wages and benefits for caregiving workers. If enacted, hundreds of thousands more Americans will receive the long-term care and services they need at home, rather than in an institution.

The long-term care components of the proposal reflect the enormous growth in our country’s senior population — a challenge that further strains a limited workforce of care-

givers and causes adults to leave the labor market to care for their parents.

The Biden plan would be paid for in part by increasing the corporate tax rate to 28 percent — a logical change, since the GOP’s 2017 tax plan slashed the amount corporations pay in taxes to historically low levels.

This bold proposal will create millions of good-paying jobs, strengthen retirement security, and make critical investments in our nation’s infrastructure and economy. It also advances the goal, shared by the Alliance, the AFL-CIO and the President, of providing support to the most vulnerable Americans and their caregivers. We call on Congress to move quickly so we can get past the COVID-19 pandemic and build a stronger future for all of us.



*Robert Roach, Jr. is president of the Alliance for Retired Americans. He was previously the General Secretary-Treasurer of the IAMAW.*

*For more information, visit [www.retiredamericans.org](http://www.retiredamericans.org).*



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