



Rebalancing Economic and Political Power: A Clean Slate for the Future of Labor Law

Project Working Group II.B. Convening on:

Facilitating the Formation and Sustainability of Powerful Worker Organizations

Revenue Model Brainstorm

- Voluntary dues from workers
- Voluntary dues from others (consumers, businesses, associate membership, community members)
- Grants from philanthropy
- Investment income
- Profits from business ventures – for instance profits that arise from negotiated benefits
- Fees for services:
 - For members provided by worker organization paid by members (benefits, training)
 - For members provided by worker organization paid by external parties (education/training)
 - For members provided by companies paid by members with share going to worker organization (credit cards, discounts)
 - For companies provided by worker organization paid by companies (product certification, seals of approval, rating)
 - For nonmembers provided by worker organizations paid by nonmembers
- Recoveries from litigation
- Enforcement
- Direct transfers from government
- Encouragement for voluntary dues payment (better access to new hires, easier sign up process)
- Repurpose union activities (benefits, training, HR, recruitment, apprenticeship) for profit/employer payment for non-representation activities



- Universal tax on citizens to benefit unions
- Tax on employers to carry out social dialogue activities; incl. business tax per employee to fund various union services
- Employer payment to the union for contract administration
- Employer payment of union expenses, such as salaries for representatives, facilities, etc.
- Employer subsidies for union dues
- Central clearinghouse for dues deductions
- Ghent model of government benefits administration for a fee
- Receipt of government funding for "public goods"
- Recruit more members/internal organizing
- Reduce expenses
- Government funding for monitoring labor standards
- Modification of section 302

Worker Representation Choice Brainstorm

- Mandatory card check recognition
- Expedited elections
- Offsite voting methods
- Restrictions on employer conduct & speech, including 1:1 meetings
- Expanded union access to employees – on-line access, access to employer communications platform, organizer access to worksite
- Neutrality agreements
- Representation as default
 - At workplace, firm, or sectoral level
 - Full representation or graduated rights
- Mandated union selection on regular basis (election, card check, strike, or any other method):



- National union decision point day
- In all workplaces, including organized workplaces
- Only in unorganized workplaces
- Expansion of workers entitled to representation
- Graduated rights per membership density and scope of unit
- Employer incentives to refrain from opposing unionization
- Expanded bargaining orders
- Expanded remedies for campaign misconduct – quick reinstatement, neutrality agreement imposed
- Shift burden of proof to employer regarding election misconduct
- Monitoring of organizing period and election process
- Union representation triggered by employer receipt of government benefits
- Mandatory access to payroll deduction for union or worker organization dues
- Lifetime memberships
- National public advocacy campaign to promote union membership