

Clinton and Trump on Labor and Employment Issues:

Issue: Paid Family and Medical Leave	
Clinton	Trump
<ul style="list-style-type: none"> • Supports • <u>Plan details:</u> <ul style="list-style-type: none"> ○ Clinton’s plan will guarantee up to 12 weeks of paid leave to recover from a serious personal illness or injury or to care for a seriously ill family member. ○ Clinton’s plan will also guarantee 12 weeks of paid leave to mothers and fathers following the birth, adoption, or foster care placement of a child. ○ Under Clinton’s plan, workers will make at least 2/3 of their current wages (up to a ceiling) while on leave. <i>Paid Family and Medical Leave</i>, HILLARY FOR AMERICA, https://www.hillaryclinton.com/issues/paid-leave/; Alicia Adamczyk, <i>Where the Presidential Candidates Stand on Labor Issues</i>, TIME (Sept. 2, 2016) http://time.com/money/4472343/election-2016-labor-issues/. • <u>Funding for the Plan:</u> <ul style="list-style-type: none"> ○ Clinton’s plan differs from previously proposed plans by Democrats (see the Family Act introduced in 2013) in the way it is funded. Similar plans proposed in the past would be funded by new payroll taxes. Clinton has proposed funding the plan with increased taxes on the wealthy. <i>Paid</i> 	<ul style="list-style-type: none"> • Supports • <u>Plan details:</u> <ul style="list-style-type: none"> ○ Trump’s plan will guarantee six weeks of paid maternity leave by amending the existing unemployment insurance that companies are required to carry. ○ The benefit will apply only when employers do not offer paid maternity leave. Trump’s plan will triple the average paid leave (two weeks) received by new mothers. <i>Fact Sheet: Donald J. Trump’s New Child Care Plan</i>, DONALD J TRUMP FOR PRESIDENT, https://assets.donaldjtrump.com/CHILD_CARE_FACT_SHEET.pdf. ○ The benefit would likely be similar to what employees receive when laid off from work. On average, this amounts to 46% of a worker’s wages. Aparna Mathur, <i>Trump and Clinton Miss The Mark On Paid Family Leave</i>. ○ The plan will not apply to fathers or adoptive parents. Matthew Bultman, <i>A Look At Trump’s Labor Positions As The Election Nears</i>; LAW360 (Sept. 26, 2016, 4:02 PM) http://www.law360.com/articles/844049/a-look-at-trump-s-labor-positions-as-the-election-nears?article_related_content=1.

Family and Medical Leave; Matthew Bultman, *A Closer Look At Clinton's Labor Positions As Election Nears*, LAW360 (Sept. 23, 2016, 3:03 PM) http://www.law360.com/articles/843409/a-closer-look-at-clinton-s-labor-positions-as-election-nears?article_related_content=1.

- IMPORTANT NOTE: The financing details of Clinton's plan are still somewhat vague (Who will be taxed? How much will be taxed?), which makes the plan difficult to evaluate. Matthew Bultman, *A Closer Look At Clinton's Labor Positions As Election Nears*.
- Problem: Clinton would need to pass the tax increase through a Republican Congress, which is unlikely. Aparna Mathur, *Trump and Clinton Miss The Mark On Paid Family Leave*, FORBES, (Sept. 30, 2016) <http://www.forbes.com/sites/aparna-mathur/2016/09/30/trump-and-clinton-miss-the-mark-on-paid-family-leave/#5bc6f6f53c8e>.

- Problem: Allowing only mothers to take paid leave could potentially lead to gender discrimination since employers know the leave only applies to women. Aparna Mathur, *Trump and Clinton Miss The Mark On Paid Family Leave*.
- Funding for the Plan:
 - The plan would be funded by offsetting reductions in Trump's proposed tax and spending program so that taxes are not raised. *Fact Sheet: Donald J. Trump's New Child Care Plan*.
 - Trump has also mentioned that the plan could be funded by cracking down on fraud in unemployment insurance programs. Matthew Bultman, *A Look At Trump's Labor Positions As The Election Nears*. Experts are skeptical to this form of funding for three reasons: 1) it is unlikely that the Department of Labor could ever completely reduce waste to zero dollars; 2) it would be extremely costly to enforce; and 3) it would require much more administrative capacity than the Department of Labor has. Aparna Mathur, *Trump and Clinton Miss The Mark On Paid Family Leave*.
- IMPORTANT NOTE: Trump's plan is a change in position. For the majority of the campaign Trump did not express a clear opinion on this issue.
 - Prior to the RNC, where Ivanka Trump claimed that paid leave was a

	<p>priority in Trump’s platform, Trump had no official plan. Alicia Adamczyk, <i>Where the Presidential Candidates Stand on Labor Issues</i>.</p> <ul style="list-style-type: none"> • IMPORTANT NOTE: Trump is likely to face resistance from Republicans on his plan. <ul style="list-style-type: none"> ○ Trump’s position on paid leave is surprising. Republicans have traditionally opposed federal government involvement in paid leave. Matthew Bultman, <i>A Look At Trump's Labor Positions As The Election Nears</i>.
Similarities	
<ul style="list-style-type: none"> • Both candidates support paid parental and medical leave, but differ on who it will apply to, the length of time, and how it will be funded. 	

Issue: Federal Minimum Wage Increase	
Clinton	Trump
<ul style="list-style-type: none"> • Supports a raise to \$12 <ul style="list-style-type: none"> ○ Clinton wants to raise the federal minimum wage to \$12 an hour. ○ Clinton supports local government efforts to raise the minimum wage higher and has praised New York and California’s efforts to raise the minimum wage to \$15. ○ Clinton is not opposed to a federal minimum wage of \$15, but she would like certain stipulations attached, including a plan to gradually phase it in and to evaluate it in areas with lower costs of living. Matthew Bultman, <i>A Closer Look At Clinton's Labor Positions As Election Nears</i>. 	<ul style="list-style-type: none"> • Supports a raise to \$10 <ul style="list-style-type: none"> ○ Trump supports raising minimum wage to \$10 an hour at the federal level, but believes states should set the minimum wage as appropriate for their state. Matthew Bultman, <i>A Look At Trump's Labor Positions As The Election Nears</i>. • IMPORTANT NOTE: This is a position change for Trump. <ul style="list-style-type: none"> ○ Trump has flip-flopped on this issue several times throughout his campaign. ○ In July 2016, Trump stated in a press conference that he would support an increase to \$10. However, prior to that press conference, as recent as May 2016, on Meet the Press, when

	<p>asked whether the federal government should set a floor for the minimum wage, Trump replied, "No. I'd rather have the states go out and do what they have to do." Louis Jacobson, <i>Donald Trump gets a Full Flop for stance on minimum wage</i>, POLITIFACT (July 28th, 2016 6:39 PM) http://www.politifact.com/truth-o-meter/statements/2016/jul/28/donald-trump/donald-trump-gets-full-flop-stance-minimum-wage/.</p> <ul style="list-style-type: none"> • IMPORTANT NOTE: Trump's plan may differ from Mike Pence's ideology on minimum wage: <ul style="list-style-type: none"> ○ In July 2013, as the Governor of Indiana, Pence signed a bill prohibiting local governments in Indiana from instituting a higher minimum wage that is not mandated by state or federal law. Alicia Adamczyk, <i>Where the Presidential Candidates Stand on Labor Issues</i>.
Similarities	
<p>Both candidates support a raise in the federal minimum wage, but differ on the amount. Both candidates also support regional communities and states to determine a minimum wage that is best for their constituents.</p>	

Issue: Equal Pay for Men and Women	
Clinton	Trump
<ul style="list-style-type: none"> • Supports <ul style="list-style-type: none"> ○ Clinton has been a vocal supporter of the Obama administration's efforts to close the gender pay gap, which included passing the Lily Ledbetter Fair Pay Act in 2009. • <u>Plan details:</u> 	<ul style="list-style-type: none"> • No clear view <ul style="list-style-type: none"> ○ There are no statements about equal pay on Trump's website. ○ At the RNC, Ivanka Trump declared that Trump would lead efforts to close the wage gap. ○ Prior to Ivanka's statement at the

<ul style="list-style-type: none"> ○ Clinton promotes passage of the Paycheck Fairness Act, a bill she co-sponsored as a senator that would require employers to justify any disparity in wages between a man and a woman for the same job with proof that the disparity is job-related and necessary for business, not based on gender. Employers would be barred from retaliating against employees who discuss salary information with co-workers. Matthew Bultman, <i>A Closer Look At Clinton's Labor Positions As Election Nears.</i> 	<p>RNC, most of Trump's comments indicated he was in favor of letting the free market determine wages and has frequently commented that implementing equal pay policies would be difficult. Matthew Bultman, <i>A Look At Trump's Labor Positions As The Election Nears.</i></p>
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Issue: Unions and Collective Bargaining	
Clinton	Trump
<ul style="list-style-type: none"> • Supports strong unions • Clinton's website states that she will "restore collective bargaining rights for unions and defend against partisan attacks on workers' rights." However, her website does not present any plan details. <i>Labor and Worker's Rights</i>, HILLARY FOR AMERICA, https://www.hillaryclinton.com/issues/labor/. • As a senator she was a co-sponsor of the Employee Free Choice Act, which was designed to make it easier for unions to organize workers and strengthen penalties against employers who violate labor laws. 	<ul style="list-style-type: none"> • No stated policy on strengthening or weakening unions • IMPORTANT NOTE: Trump's running mate, Governor Mike Pence, has a track record of not supporting unions. It is likely that if Trump is elected he will not make pro-union policies. <ul style="list-style-type: none"> ○ Pence as governor, fought to keep Indiana a right-to-work state. ○ Pence as a member of the U.S. House of Representatives, opposed the Employee Free Choice Act, which Clinton supported. Matthew Bultman, <i>A Look At Trump's Labor Positions As The Election Nears.</i>

Issue: Outsourcing of Jobs and Job Creation	
Clinton	Trump
<ul style="list-style-type: none"> • Against outsourcing jobs and supports job creation in U.S. • <u>Plan details: “100-Day Jobs Plan”</u> <ul style="list-style-type: none"> ○ As part of Clinton’s plan, companies that move overseas will pay a new “exit tax.” The exit tax will help deter businesses from leaving the U.S. ○ The money that is raised from the exit tax will be used in Clinton’s job-creating infrastructure plan. The plan focuses on fixing roads and bridges, expanding public transit, enhancing seaports and airports, expanding internet connection, modernizing the power grids, and building better schools. ○ Clinton’s plan also includes rejecting trade deals that do not focus on U.S. job creation. ○ The plan also focuses on creating jobs through green initiatives such as installing half a billion solar panels during Clinton’s first term and generating enough clean renewable energy. Hillary Clinton’s 100-Day Jobs Plan, HILLARY FOR AMERICA, https://www.hillaryclinton.com/briefing/factsheets/2016/08/01/hillary-clintons-100-day-jobs-plan/. ○ Clinton’s plan also encourages job training and development by proposing a tax credit for businesses of \$1,500 per apprentice they hire. <i>Hillary Clinton’s Workforce and Skills Agenda</i>, HILLARY FOR AMERICA, https://www.hillaryclinton.com/briefing/factsheets/2016/08/01/hillary-clintons-100-day-jobs-plan/. 	<ul style="list-style-type: none"> • Against outsourcing jobs and supports job creation in U.S. • <u>Plan details:</u> <ul style="list-style-type: none"> ○ Preventing job outsourcing is Trump’s central labor and employment issue. Trump repeatedly attacks NAFTA for pushing jobs out of the country and promises to bring back manufacturing jobs to the U.S. ○ Trump has criticized companies, such as Ford Motor Co. for moving operations overseas. Matthew Bultman, <i>A Look At Trump's Labor Positions As The Election Nears</i>. ○ Trump’s plan for preventing job outsourcing is to raise tariffs on goods entering the U.S. that are made by American companies who move offshore. Matthew Bultman, <i>Trump Touts Tariffs, Clinton Talks Wages To Shore Up US Jobs</i>, LAW 360 (Sept. 27, 2016). ○ Trump’s plan for job creation includes decreasing the business tax rate from 35% to 15%, which will encourage businesses to stay in the U.S. and increase new business development. ○ Trump’s plan also includes lifting restrictions on all sources of American energy production, which will increase GDP and add over 500,000 new jobs each year. <i>Trump Delivers Speech on Jobs at New York Economic Club</i>, DONALD J TRUMP FOR PRESIDENT (Sept. 15, 2016)

[ing/factsheets/2015/06/16/fact-sheet-apprenticeships/](#).

<https://www.donaldjtrump.com/press-releases/trump-delivers-speech-on-jobs-at-new-york-economic-club>.