

NATIONAL TASK FORCE ON TRADESWOMEN'S ISSUES

Recommendations of The National Taskforce on Tradeswomen's Issue For The Biden Administration Transition Team

The **National Taskforce on Tradeswomen's Issues (TWTF)** is a coalition uniting the expertise and actions of local, regional and national organizations, advocates, allies and individual tradeswomen to support women in achieving access, opportunity, and equity in the construction industry and other skilled trades occupations.

The Taskforce works to promote public policies and advocacy initiatives at the local, regional, state and national levels to improve, enforce, fund, and promote best practices towards equity in apprenticeship, training, workforce development, career and technical education, construction and other skilled trades employment, and the job site experience. We collaborate with labor unions, construction companies, educational institutions, government agencies and non-profit organizations.

Nearly a quarter of a million women work in the construction trades and earn wages offering economic security. Over the course of her lifetime, a woman working as an electrician will make more than \$1 million more than her counterpart working in a traditionally female-dominated job, such as a childcare worker or service worker. Poverty rates for women remain at historically high levels, one in seven, substantially higher than poverty rates for men, with the highest rates experienced by American Indian/Alaskan Native, Black and Latina women. Access to high-wage careers is critical for women's economic advancement.

Women who are given access to high-wage, blue-collar and other skilled trades occupations through quality pre- apprenticeship training, information, and support services, flourish in these careers. However, registered apprenticeship, a primary pathway into high-skilled blue-collar jobs, is not serving women. Nationally, women represent only 3.6% of federally registered construction apprenticeships. Several programs and localities around the country have proven that these low numbers are not inevitable when policy and programmatic approaches, as outlined below, are applied.

Research has shown that women, and particularly women of color, face discrimination in hiring and long-term employment and experience high rates of sexual harassment and gender bias on the job. They are less likely to be retained on core crews, promoted to field leadership positions or to receive the same on-the-job technical training as men, and they do not complete their apprenticeships at the same rates as their male counterparts.

When tradeswomen have access to sustainable careers, which includes adequate work hours, workplace policies that support work/family balance, comprehensive on-the-job training and freedom from sexual and racial harassment, the industry as a whole benefits greatly from access to this skilled workforce.

The Taskforce offers these recommendations to the Biden Administration that will make access, opportunity and equity in skilled trades apprenticeship training and employment a reality for women and girls with attention for opportunities of women and girls of color.

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I. At the White House level:

- A.** Announce EEO (encompassing nondiscrimination, equity, inclusion, and diversity) in general, and contract compliance for EEO and affirmative action in particular, as an Administration priority, and incorporate an equity perspective throughout Administration initiatives.

- B.** Issue guidance emphasizing all agencies' obligations to implement EO 11246, including by explaining their EEO/affirmative action obligations to prospective contractors and contract- award winners in bid documents and pre- and post-award communications; in giving OFCCP prior notice of major federal projects, and in giving OFCCP their full cooperation.

- C.** Appoint individuals with a demonstrated record of implementing racial and gender equity, inclusion, and justice in positions with responsibility for employment policy and enforcement, including
 - 1. At DOL: Secretary, Deputy Secretary, Solicitor, Ass't Sec'y for Employment and Training, Ass't Sec'y for Policy, Ass't Sec'y for Occupational Safety & Health, Director of OFCCP, Wage & Hour Administrator, Administrator of Office of Apprenticeship, and Women's Bureau Director.
 - 2. At EEOC: elevate Commissioner Charlotte Burrows to Chair; nominate Commissioner Jocelyn Samuels to new full term (her current term expires July 1 2021); for the Commissioner seat now held by Republican Janet Dhillon, expiring July 1 2022; General Counsel; Office of Legal Counsel.

- D.** Executive Orders.
 - 1. Amend Executive Order 11246 to improve its enforcement by, among other actions:
 - a. Giving OFCCP authority to order additional sanctions such as damages and civil monetary penalties; to require prime contractors to delay or withhold interim payments to subcontractors that don't comply with EEO laws.
 - b. Giving OFCCP authority to access records of hiring halls, employment referral agencies, and apprenticeship programs that act as joint employers with federal contractors, or to which contractors delegate hiring authority.
 - c. Giving OFCCP necessary authority to conduct Mega-Construction Projects, including authority to require agencies to designate projects for the Mega-Construction program pre-bid and include the Mega-Construction requirements in all bid information; collect data from all contractors and subcontractors participating in each Mega-Construction project; and conduct pre-award and quarterly compliance reviews of such contractors/subcontractors.
 - 2. Reinstate and immediately implement the Fair Pay and Safe Workplaces Executive Order (President Obama's E.O. 13673), requiring bidders for federal contracts to show compliance with workplace laws.

3. Reinstatement and implementation of President Obama's E.O. 13502 urging federal agencies to consider mandating the use of PLAs on large and medium-sized federal construction projects if such an agreement will achieve federal goals in economy and efficiency.
4. Issue a new Executive Order incorporating the TWTF Infrastructure Equity Framework Ten Components outlined below in all federally funded infrastructure projects and ensuring that PLAs on federally funded projects contain the TWTF Infrastructure Equity Framework, including workforce goals for women and people of color.
 - a. Contractors and subcontractors working on infrastructure projects will make and document their best efforts to meet, without discrimination, project-wide, annually updated robust numeric participation goals for the percentage of total work-hours that are worked by women, by people of color, and by women of color, by trade and position (apprentice or journey worker.) Following current requirements for registered apprenticeship programs (see 29 CFR §§ 30.4-6), goals should be disaggregated by ethnicity and race and either derived from each population group's share of individuals in the relevant recruitment area who are qualified for the apprenticeship or trade, or required by law, contract, or policy (whichever is highest). Contractors and their subcontractors should strive for 20% apprentice utilization by trade, unless higher apprentice utilization is locally stipulated by a collective bargaining agreement or local requirement.
 - b. Projects will require transparency – public online reporting of achievements toward the participation goals, updated twice per month.
 - c. Contractors and subcontractors working on infrastructure projects will ensure safe, respectful work sites that are free from bullying, hazing or harassment by, at least, instituting workplace policies and providing effective, on-going respectful-workplace training accompanied by a social campaign designed to create inclusive and diverse work sites.
 - d. Community monitoring of contractors' and subcontractors' compliance with these requirements by a committee of community-based organizations and labor representatives who have access to necessary records and meet at least monthly to review compliance. Additionally an ombudsperson will have open access to the work site to monitor conditions, provide support and assistance, and mediate issues.
 - e. Agency contracts will include sanctions for noncompliance with these requirements, including payment suspension, contract termination, denial of the right to participate in future projects for a period of years, liquidated damages, and fines.
 - f. Flow-down provisions – a requirement that owners, developers, contractors, and subcontractors at all tiers include Elements 1-5 in the bid specifications and lower-tier contracts.
 - g. New standards to substantially increase robust agency oversight of these requirements.
 - h. A requirement that each state spend at least one-half of one percent (.5%) of the overall federal and state dollars spent for infrastructure in that state for supportive services, so as to increase state-wide capacity to provide opportunities for underrepresented groups to work in infrastructure-project construction jobs, with special emphasis on maximizing opportunities for women and people of color. The supportive services eligible for funding under this requirement

are pre-apprenticeship; childcare; tools; work wear; retention services (including support groups, mentoring, and peer networking); and application fees and other costs of entering registered apprenticeship programs and required pre-employment training. (See 23 USC § 140(b) and 23 CFR § 230.113 for authorization of .5% funding for supportive services in transportation infrastructure projects.)

- i. Robust dedicated funding in every state and territory and for every Indian tribe for technical assistance on policies and best practices adequate to respond to every request for assistance in achieving their participation goals from every contractor and apprenticeship program.
 - j. A set-aside of 25 percent of infrastructure funding in each state for projects located in low-income communities (as defined in in the federal Tax Code, 26 USC § 45D(e)(1)).
5. Executive Order Repeals:
- a. Repeal Executive Order 13950 (the so-called “Combating Race and Sex Stereotyping” E.O., restricting diversity training) and related regulations, directives, and guidance.
 - b. Repeal Executive Order 13798 (the so-called “Promoting Free Speech and Religious Liberty” E.O., privileging claims of religious freedom over nondiscrimination requirements) and related regulations, directives, and guidance.
6. Implement Bostock Decision: On June 15, 2020 the Supreme Court held that Title VII of the Civil Rights Act of 1964 prohibits discrimination on the basis of sexual orientation, gender identity, and transgender status as unlawful sex discrimination. We urge full implementation of this decision, that includes instructing federal agencies to withdraw any guidance or instruction that is inconsistent with the Court’s ruling. These protections against sex discrimination apply to all federal civil rights statutory and regulatory provisions.
- E.** Make women’s access to and retention in skilled trades occupations a priority and a reality through Executive Orders that –
1. Establish a national commission – with representation from government, community, labor, and employers to oversee the implementation of better policies and best practice recommendations, including higher female participation goals, equitable jobsites and classrooms, and compliance and enforcement.
 2. Establish an inter-agency Task Force on Increasing Opportunities for Women and People of Color in Construction and Related Trades to coordinate implementation of the recommendations of the Commission throughout the federal government.
- F.** Re-establish the inter-agency Pay Equity Task Force.
- G.** Re-establish the White House Office for Women and Girls, which should include women with experience in construction unions.
- H.** Office of Management and Budget
1. Ensure sufficient resources to be able to enforce civil/workers’ rights statutes (by all relevant agencies, including OFCCP) and to allow for hiring of a significant number of additional compliance officers, auditors, investigators and managers at every step of the appropriations process.

2. Give regulatory actions (including information collection requests) regarding civil rights and workers' rights statutes the highest priority.

II. Department of Labor

A. Department-wide

1. Incorporate the task of meeting DOL's affirmative-action goals disaggregated by race, ethnicity, sex, and job level into the Performance Plan of each agency leader.
2. Provide sufficient resources, including staff and monies for travel and other expenses, to achieve agency missions and do compliance reviews.
3. Provide easy-to-access for the public to race, ethnicity, sex, and job level data as reported by the OFCCP, OA, WB and other DOL agencies by posting well-formatted data on the DOL website.

B. Office of Federal Contract Compliance Program (OFCCP)

1. Update 6.9% construction goal for women and goals for minorities that were based on 1970 Census to 10% for women and percentage in the local workforce for minorities with reassessment annually; instate numeric participation goals for the percentage of total work-hours that are worked by women, by people of color, and by women of color, by trade and position (apprentice, journey worker, or supervisor); upgrade standard by which contractors' compliance with this requirement is measured from "good-faith efforts" to "best efforts."
2. Prioritize nondiscrimination and compliance by the construction industry:
 - a. Provide authority for and re-establish robust OFCCP Mega-Construction Project program that includes the following elements:
 - 1) Early advance notice of projects by all federal agencies to OFCCP;
 - 2) Designation of Mega-Construction Project status in bid specifications;
 - 3) Notice and provision to prime contractor and all subcontractors on the project of technical assistance for meeting their EO 11246 obligations before they hire anyone to work on it;
 - 4) Pre-award reviews of the prime contractor and subcontractors projected to have more than 15 journey level workers;
 - 5) Monthly data sharing and monitoring of prime contractors' and subcontractors' performance at meeting their goals by the project owner; OFCCP; the Office of Apprenticeship or State Apprenticeship Agency; a community equity and inclusion committee that includes unions, Community Based Organizations representing women and people of color, and apprenticeship programs; and other agencies with oversight jurisdiction (Wage & Hour, Federal Highway Administration, state and local agencies);
 - 6) Quarterly compliance reviews of the prime contractor and all subcontractors on the project; and
 - 7) Dedicated OFCCP staff and resources for Mega-Construction Project program.

- b. Meet with construction stakeholders very early in the Administration to let them know that construction compliance is now a priority and get their input about how best to operationalize this priority.
 - c. Institute program of technical assistance to educate construction contractors and unions about their obligations under EO 11246.
 - d. Establish neutral selection procedures immediately for selecting construction contractors for review and resume construction reviews of federally funded and federally assisted construction contractors.
 - e. Train compliance officers (COs) on how to do construction reviews.¹
3. Reinstate requirement that compensation data be reported on EEO-1 forms - this is an EEOC rulemaking but it applies to federal contractors, which have to file EEO-1 forms if they have 50 or more employees.
 4. Reinstate OFCCP DIR 2013-03 (known as Directive 307), which was repealed by OFCCP issued DIR 2018-05, to clarify and strengthen OFCCP's approach to compensation evaluations including the use of statistical and other evidence, pay analysis groupings and statistical modeling, and clarify application to construction employment.
 5. Repeal so-called "National Interest" exemptions.
 6. Require contractors to file annual Affirmative Action Plan (AAP) Summaries (authorized in 41 CFR 60.2-31) and use these to target selection of contractors for reviews.
 7. Implement and conduct an impactful program of strategically targeted, timely, frequent, and effective compliance reviews of both construction and supply-and-service contractors.²

¹ Training should include (but not be limited to):

- How to analyze contractor claims that they have to do things a certain way (e.g., use an unvalidated neutral selection procedure that has a disparate impact) because of collective bargaining agreements;
- How to obtain and analyze records from union hiring halls;
- How to review registered apprenticeship programs that contractors operate or are participating employers with those programs;
- How to coordinate with EEOC and OA when investigating discrimination where a union or registered apprenticeship program is involved;
- How to analyze the use of core crews to ensure that they meet the regulatory prohibition of using a neutral selection procedure that has a disparate impact on a protected group unless it is validated as job-related and required by business necessity;
- How and when to investigate whether a construction contractor is moving women and people of color around on federal projects to appear to be in compliance.

² OFCCP must design a compliance program for federal contractors and subcontractors that has the widest possible impact given the Office's limited resources. The compliance program should target the worst offenders and the largest, highest-profile contractors; speed up the time each review takes; sharpen the skills of the reviewers; impose sanctions for discrimination and other noncompliance swiftly; follow up on completed reviews to ensure that contractors make the necessary changes effectively; communicate contractors' EEO and affirmative-action obligations aggressively; and publicize broadly reviews where the OFCCP makes findings and orders, or reaches settlements with, sanctions.

8. Standardize use of credible anonymous complaints (or third-party complaints that do not identify the complainant workers) to trigger routine reviews.
9. Establish a Memorandum of Understanding or other mechanism with the Office of Apprenticeship (OA) allowing OFCCP to routinely get data in OA's Registered Apprenticeship Partners Information Data System (RAPIDS) about registered apprenticeship programs that contractors operate or are participating employers with for use in OFCCP compliance reviews.
10. Provide transparency (at least annual) reporting on agency performance, including compliance reviews.³
11. Report publicly and annually aggregated data about employment and work hours by women and people of color by federal contractors, by region, occupation, and industry and include the report as part of DOL's website.
12. Supplement agency provision of technical assistance to contractors with grants/contracts to organizations with subject-matter expertise and proven track records in promoting equity and inclusion.
13. Invest in staff training and professional development: refresh the skills of COs who have been with the agency and train COs who have been hired since 2016 (since so little training has occurred during the Trump Administration) and restore funding to allow for adequate staffing.

C. Office of Apprenticeship (OA)

1. Prioritize and fully implement 29 CFR part 30 (the Apprenticeship EEO regulations adopted in 2016 but never fully implemented):
 - a. Create position that reports directly to the OA Administrator to develop, implement, and manage a strategic approach to 29.30 implementation; ensure the person in this position has sufficient staff resources to support their functions.
 - b. Announce EEO/affirmative action as a priority and promote compliance effectively to engage sponsors proactively.
 - c. Ensure all State Apprenticeship Agency (SAA) states adopt 29 CFR part 30 and implement it.
 - d. Train all OA and SAA staff on how to help sponsors do their Affirmative Action Plans (AAPs.)
 - e. Adopt manual and procedures for handling and reviewing sponsors' implementation of 29 CFR part 30 (as well as 29 CFR part 29) and complaints filed under part 30 (including anonymous complaints) and other standard operating procedures for part 30 implementation; train all OA staff on this manual and standard operating procedures.
 - f. Use RAPIDS data to target programs for selection for review and compliance actions.

³ Results that should be reported include the percentages of contractors reviewed that were not able to produce an AAP within the required time period; that were found to have discriminatory hiring, pay, or other practices; that did not meet their goals; and/or that did not implement disability self-identification invitations.

- g. Conduct an impactful program of strategically targeted, timely, frequent, and effective reviews of compliance with 29 CFR part 30.⁴
 - h. Train all OA staff on how best to discuss part 30 with prospective Apprenticeship Program sponsors.
 - i. Incorporate best practices for implementing part 30 into all staffs' Performance Plans (including OA Administrator's.)
 - j. Update all OA Circulars, Bulletins, and other guidance to conform to part 30 immediately.
 - k. Report data publicly on apprentices (enrollment, completion, and participation) disaggregated by race, sex, ethnicity, and by race/sex and ethnicity/sex and by industry and occupation at least annually.
 - l. Report data publicly on outcomes of compliance reviews at least annually.⁵
 - m. Institute robust education program about part 30 requirements for sponsors and prospective sponsors, including completion of a publicly available sample Affirmative Action Plan and all other technical-assistance products promised in the Notice of Final Rule of December 19, 2016.
 - n. Undertake research to evaluate the effectiveness of part 30.
 - o. Supplement agency provision of technical assistance to sponsors with grants/contracts to organizations with subject-matter expertise and proven track records in promoting equity and inclusion.
2. Ensure that funding in American Apprenticeship and similar initiatives supports community-based pre-apprenticeship programs and supportive services (including child care.)
 3. Re-establish the Advisory Committee on Apprenticeship with strong representation from apprentices, unions, and programs with experience helping underserved populations to become and succeed as apprentices; establish a subcommittee on equity and inclusion.
 4. Repeal Industry-Recognized Apprenticeship Program (IRAP) regulations.
 5. Collaborate with the U.S. Department of Education to strengthen the pipeline between registered apprenticeship and the Career and Technical Education system and include specific goals for female participation.

⁴ OA must design a compliance program for registered apprenticeship programs that has the widest possible impact given the Office's limited resources. The compliance program should target the worst offenders and the largest, highest-profile contractors; speed up the time each review takes; sharpen the skills of the reviewers; impose sanctions for discrimination and other noncompliance swiftly; follow up to ensure that contractors make the necessary changes effectively; communicate contractors' EEO and affirmative-action obligations aggressively; and publicize broadly reviews where the OFCCP makes findings and orders, or reaches settlements with, sanctions. One key indicator of whether OA is sufficiently prioritizing reviews under part 30 is whether it conducts at least as many reviews under part 30 as under part 29.

⁵ Results that should be reported include the percentages of sponsors that were found not to have implemented the requirements for anti-harassment training; universal outreach; postings; AAPs; and disability self-identification invitations.

- D. Employment and Training Administration.** Support the delivery of Workforce Investment and Opportunity Act (WIOA) services at the local level by:
1. Expanding the definition of “individuals with barriers to employment” to include individuals preparing for construction and other skilled trades occupations.
 2. Requiring all performance data reporting to be fully disaggregated and cross-tabulated by gender, race/ethnicity.
 3. Removing language that limits the delivery of career counseling for construction and other skilled trades occupations as a core local service.
 4. Requiring statewide capacity building for staff of American Job centers and local job training programs on best practice policies and strategies to combat occupational segregation and increase women’s participation in for construction and other skilled trades jobs and job training.
 5. Building on and scaling up successful technical assistance services that add a gender lens to training programs for high-skill, high-wage jobs in manufacturing, construction, and other skilled trades fields.
 6. Providing support for the expansion of services by experienced for construction and other skilled trades training providers similar to funding for other special populations including youth, the formerly incarcerated, seniors, and veterans.
 7. Adopting a performance measure similar to the core indicator in Perkins to demonstrate progress on moving students/participants into for construction and other skilled trades jobs and job training.
- E. Women’s Bureau**
1. Dedicate staff to support women’s access to and success in for construction and other skilled trades occupations, including administration of a greatly expanded WANTO program.
 2. Fund the Women’s Bureau WANTO program to \$100 million annually to be distributed to the states, district, and territories allocated by population and geography to address the systemic under-representation of women in construction and other skilled trades occupations.
 3. Reinstate paid-leave research program.
 4. Substantially increase Women’s Bureau resources to support national and regional staffing.
- F. Occupational Safety and Health Administration (OSHA)**
1. Equity perspective. Ensure that OSHA incorporates an equity perspective throughout its standards, enforcement programs, training, and other communications to make certain that it fully includes the needs of women, people of color, people with disabilities, and other marginalized groups. Review all standards, training documents, and communication materials to ensure that they are gender neutral and include women, and that visual materials (videos, posters, pictures, etc.), especially those depicting construction workers, include images of female workers to promote integrated workplaces.

2. Immediately issue an emergency standard on how employers must protect workers from COVID and protect the jobs of workers who are not able to work due to caregiving responsibilities or requirements to quarantine.
3. Address workplace harassment.
 - a. Collaborate with OFCCP and OA to identify problems of unlawful harassment in worksites where they have jurisdiction and take appropriate remedial action.
 - b. Require employers and unions, when unions provide OSHA sponsored training, to include unlawful harassment prevention training in safety and health programs.
4. Sanitary Facilities. Amend 29 CFR Section 1926.51 (toilets at construction jobsites) to specify that gender-separate, external and internal locking sanitary facilities be provided on construction worksites, that employees be allowed to use such facilities as needed, be provided keys for gender appropriate facilities, that the toilet facilities be maintained in a sanitary condition and in good repair (e.g., that locks work), that clean toilet paper be provided within reach of the toilet, and that hand washing facilities be located within close proximity to toilet facilities.
5. Personal Protective Equipment (PPE) and Clothing (PPC)
 - a. Revise OSHA standards on personal protective equipment for construction (29 CFR 1926, Subpart E) to conform with the General Industry Standard for PPE (29 CFR 1910.132), which requires employers to select PPE that properly fits each affected employee, to address concerns that PPE and PPC often does not adequately fit female employees.
 - b. Produce and promote a resource guide on sources for obtaining adequate fitting PPE and PPC for use in the construction industry.
6. Ergonomics. Address the ergonomic hazards that are specific to gender in all OSHA initiatives on ergonomics and monitor ergonomic research conducted on its behalf to ensure methodology that includes both male and female subjects.
7. Reproductive Hazards.
 - a. Adopt standards to protect all workers of childbearing capacity and pregnant construction workers.
 - b. Identify additional research needed to develop a more comprehensive body of knowledge regarding reproductive hazards in the construction workplace.
 - c. Require employers to have a Material Safety and Data Sheet (MSDS) for each chemical present on the site and to advise employees to read the MSDSs and share information with their physicians if they are pregnant or planning to become pregnant.
8. Training. Include gender-related safety and health issues, i.e., PPE fit, sanitary facilities, workplace culture, and reproductive hazards, whenever OSHA provides or sponsors training to the public and to federal and state OSHA compliance safety and health officers.
9. Injury and Illness Data and Research. Work with the BLS, NIOSH, and other appropriate agencies to obtain and analyze information on injuries and illnesses among construction workers, disaggregated by race, sex, and race and sex; compare it with data for male and white construction workers and

other non-construction workers; and use these analyses to provide guidance to OSHA compliance and policy development activities.

10. Restore key information on OSHA's site that the Trump Administration took down or buried.

11. OSHA inspections: Require OSHA inspectors at each inspection of a construction workplace to identify any female construction worker and interview a representative sample of them to ensure a broad, non-gender-biased perspective on health and safety concerns of all workers. Inspectors should ask female construction workers about specific health and safety issues that are unique to tradeswomen on a jobsite, including but not limited to:

- 1) The adequacy of personal protective equipment;
 - 2) The sufficiency and sanitary conditions of toilet facilities;
 - 3) The adequacy of safety and health training;
 - 4) Problems of sexual harassment and other examples of hostility;
 - 5) How unlawful harassment impacts or affects safety and health; and
 - 6) Reproductive hazards.
- a. Ensure that all dialogue with female (and all) workers takes place in a manner that protects the privacy of respondents.
 - b. Develop a checklist to facilitate inspections for on-site inspectors that outlines the range of gender-related safety and health hazards to be addressed, to be used to assess conditions when questioning both employers and employees.
 - c. Provide information and training for field staff on how to do inspections and the use of the checklist.

III. Department of Education (ED):

- A. Congress should reauthorize and strengthen the Elementary and Secondary Education Act (ESEA) in order to improve educational opportunities for special populations and commit resources within schools to promote CTE as a standard priority. ESEA reauthorization must include and reauthorize the Women Educational Equity Act (WEEA). This law was first enacted in 1974 in order to help education agencies and institutions meet the requirements of Title IX of the Education Amendments of 1972. When WEEA is used properly it can provide critical technical assistance to schools as they work to comply with Title IX.
- B. Eliminate education discrimination particularly in Career & Technical Education (CTE) where sex-segregation continues to exist, and conduct oversight to ensure equitable practices with attention to gender equity in construction and other skilled trades industry sector training.
- C. ED Office of Civil Rights (OCR) must conduct business as an agency that enforces Title IX as it applies to education programs; Part of OCR's investigations should focus on the elimination of the continuing sex segregation of career and technical education.

IV. Administration support for the following legislation in Congress:

- A. Vastly increased appropriations for WANTO to \$100 million annually (weighted according to state population and tribal, but with a minimum of \$1 million for each state and territory and the District of Columbia) in order to address the systemic under-representation of women in construction and other skilled trades occupations. WANTO appropriations should include funding for technical assistance to achieve equity in apprenticeship.

- B. Incorporation of the National Taskforce on Tradeswomen’s Issues Infrastructure Equity Framework in all infrastructure bills including but not limited to Transportation, Energy, and Housing. (See pages 3 & 4.)
- C. National Apprenticeship Act reauthorization and full appropriations for it, with the following changes:
 - 1. Include codification of 29.30;
 - 2. Clarify reporting and registration requirements for pre-apprenticeship programs and ensure that these are appropriately tailored to these programs;
 - 3. Require registered apprenticeship programs funded under the system to use facilitated entry with pre-apprenticeship programs that emphasize training of women and people of color and/or other selection mechanism for achieving diversity.
- D. Other relevant workplace-related legislation:
 - 1. PRO Act (protect union-organizing rights and establish 21st century criteria for determining employee and independent contractor status);
 - 2. Raise the minimum wage and eliminate sub-minimum and tipped wage;
 - 3. Family and Medical Insurance Leave Act (“FAMILY Act” -- paid leave on federal level) (amended to include more paid-leave time for pregnant workers to maintain a healthy pregnancy);
 - 4. Healthy Families Act (paid sick days);
 - 5. Paycheck Fairness Act (pay equity);
 - 6. Pregnant Workers Fairness Act;
 - 7. EMPOWER Act (addressing workplace harassment);
 - 8. Equality Act (prohibiting discrimination based on sexual orientation and gender identity);
 - 9. Protecting Older Workers Against Discrimination Act;
 - 10. Child Care for Working Families Act (Scott, Murray) as well as The Child Care is Essential Act and the Child Care for Economic Recovery Act;
 - 11. Family and Medical Leave Insurance Act (FAMILY Act), except amend it to ensure that leave taken by pregnant workers may take the full 12 weeks of leave while pregnant and may also take the full 12 weeks of parental leave;
 - 12. BE HEARD In The WORKPLACE Act;
 - 13. Strengthen the Davis Bacon Act;
 - 14. Equal Rights Amendment;
 - 15. Medicare for All Act.

For more information on the National Taskforce on Tradeswomen’s Issues, please visit our website at: www.tradeswomentaskforce.org or contact the Co-Chairs at:
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