

The Worker Power Charter

A simple charter: Work should never mean exploitation. Every worker — from factory floor to gig platform, from farm field to office tower — deserves dignity, voice, and power. The social contract must guarantee that labor is respected, protected, and fairly rewarded.

Why It Matters

- Union membership has declined for decades, eroding wages and worker protections.
- Gig and contract workers often lack benefits, security, or a voice in the workplace.
- Stagnant wages and rising inequality leave millions working hard but falling behind.
- Workplace democracy — the right to organize, bargain, and participate — is essential to a healthy economy.

Our belief: A just economy is built not on the power of capital alone, but on the balance of capital and labor — where every worker has voice, strength, and protection.

What We're Saying

This is not nostalgia for yesterday's labor fights. It is a charter: that in the 21st century, every worker will be empowered with rights, benefits, and the ability to shape their work and their future.

What It Guarantees

- **Union Protections:** Stronger laws that safeguard the right to organize and collectively bargain.
- **Gig Economy Safeguards:** Fair wages, benefits, and protections for app-based and contract workers.
- **Portable Benefits:** Health care, retirement, and leave benefits that travel with workers from job to job.

- **Workplace Democracy:** Worker representation in corporate governance and major workplace decisions.
- **Fair Pay Standards:** A living wage floor tied to cost of living, with protections against wage theft.

Programs You'll See

- **The Worker's Bill of Rights:** Federal protections guaranteeing organizing rights, wage fairness, and anti-retaliation safeguards.
- **Portable Benefits Fund:** National system providing health, retirement, and leave benefits accessible across jobs.
- **Gig Worker Fairness Act:** Extends minimum wage, safety, and benefit protections to platform and contract workers.
- **Co-Determination Councils:** Worker seats on corporate boards and in governance of major firms.
- **Wage Justice Enforcement:** Expanded enforcement against wage theft, misclassification, and unsafe practices.
- **Future of Work Institutes:** Research and training hubs preparing workers for automation and new industries.

How We'll Make It Real

0–100 Days

- Establish a National Council on Worker Power including unions, gig workers, and small business voices.
- Introduce the Worker's Bill of Rights legislation.

Year 1

- Launch Portable Benefits Fund pilots across industries.
- Expand federal enforcement against wage theft and misclassification.

Years 2–3

- Pass Gig Worker Fairness Act.

- Scale co-determination councils in major corporations.

Years 4–5

- Guarantee universal access to portable benefits.
- Achieve living wage standards nationwide.

Accountability & Measures

- **Unionization Rates:** % of workers organized without retaliation.
- **Gig Worker Protections:** Coverage rates for platform-based workers.
- **Benefit Access:** % of workers enrolled in portable health, retirement, and leave systems.
- **Pay Equity:** Progress on wage gaps by gender, race, and class.
- **Workplace Voice:** Representation of workers in corporate governance.

Guardrails & Values

- **Worker-Led:** Policies shaped with workers, not imposed without them.
- **Equity First:** Strong protections for women, immigrants, and historically excluded workers.
- **Transparency:** Open reporting on wages, benefits, and representation.
- **Non-Retaliation:** Strong penalties for union-busting and intimidation.
- **Future-Oriented:** Preparing workers for automation, AI, and new industries.

Who This Helps (Snapshots)

- *Alejandra (29):* A home health aide who organizes with her peers without fear of retaliation.
- *Marcus (34):* A rideshare driver now guaranteed fair wages and access to health and retirement benefits.
- *Priya (41):* Moves between jobs in tech startups but keeps her benefits through the Portable Benefits Fund.

- *Derrick (52)*: Serves on his company’s co-determination council, shaping workplace policies with management.
- *Rosa (61)*: Recovered stolen wages thanks to strong enforcement of wage justice laws.

What Success Looks Like

In 24 Months

- Worker’s Bill of Rights enacted.
- Portable Benefits Fund pilots serving millions of workers.

In 5 Years

- Gig Worker Fairness Act in effect; co-determination councils operating in major firms.
- Living wage floor achieved nationwide.

In 10 Years

- A rebalanced economy where workers hold real power, voice, and dignity — and where the social contract honors labor as equal to capital.

The Commitment

The Worker Power Charter is a national vow: that no worker will stand alone against exploitation. Labor will be respected, voice will be heard, and dignity will be guaranteed. A stronger social contract with workers is not optional — it is the foundation of justice and prosperity.

Historical Reference & Value

The American labor movement has always been a driver of justice. The Fair Labor Standards Act of 1938 secured the minimum wage and banned child labor. The National Labor Relations Act of 1935 (Wagner Act) guaranteed the right to organize and bargain collectively, fueling the rise of unions that built the middle class. Yet over decades, union membership declined under hostile policies and corporate resistance, while wage stagnation widened inequality. The Occupational Safety and Health Act of 1970 created safer workplaces, but gig and contract workers still fall outside protections. Recent teacher strikes, Amazon and Starbucks union drives,

and rideshare worker advocacy show the fight continues. The Worker Power Charter builds on this history: reaffirming that labor rights are civil rights and that the future of work must center worker dignity.

Referenced Acts & Initiatives (Guiding Frameworks)

- **Worker’s Bill of Rights Act:** Establishes universal protections for organizing, fair pay, and anti-retaliation.
- **Portable Benefits Fund Act:** Creates a national system for health, retirement, and leave benefits that follow workers between jobs.
- **Gig Worker Fairness Act:** Extends wage, safety, and benefits protections to platform-based and contract workers.
- **Co-Determination Councils Act:** Requires worker representation on corporate boards and in major workplace governance decisions.
- **Wage Justice Enforcement Program:** Strengthens enforcement against wage theft, misclassification, and unsafe practices.
- **Future of Work Institutes Act:** Funds research, training, and reskilling programs to prepare workers for automation and new industries.

Sealing Line

So it is pledged: that every worker in America will have power, dignity, and voice — the foundation of a just economy where labor and capital stand as equals.