

APRIL
2021

VICE PRESIDENT'S REPORT

Brothers and Sisters:

Put away your hats, gloves and winter boots, spring is in the air! A time of renewal and a time of celebration . . . **but WAIT . . . not so fast.** We are still in the midst of a global pandemic and the next couple of months can make us or break us. There have been over 25,000 cases of COVID-19 reported across our brotherhood and we have lost 271 brothers and sisters to it, with 25 of those deaths in the Fourth District alone. Please, please, please continue to take this virus seriously. Wear your mask, wash your hands, stay socially distanced, and please get your vaccine as soon as possible. Above all else, please keep the families of our fallen brothers and sisters in your thoughts and prayers. COVID-19 has changed their families lives forever.

On a brighter note, it has been a busy few months throughout the district and the country for that matter. Our new labor friendly President has brought with him a slew of pro-labor appointments and reversals of Trump era (or error, more appropriately) anti-worker executive orders including protecting the right to vote, promoting buy American, protecting union apprenticeship programs, restoring collective bargaining rights and due process to federal workers, worker safety guidance on COVID-19, and Worker protections against discrimination. But that is not all. He also granted us one of the greatest wins of all time, **PENSION REFORM!** After years of fighting to make sure that retirees' pensions were there for them when they retire, after years of republicans asking solvent pension plans, like ours, to pay for the insolvent ones and only throwing crumbs our way, President Biden signed the new and improved Butch Lewis Act. This is a great win for labor throughout our country and President Stephenson and International Secretary-Treasurer Cooper led the way with your help. I want to thank each of you that took the time to fly or drive to Washington, D.C. to take on this battle just a couple of years ago. You set the stage and our leadership in Washington took it home. Great job! It is such a refreshing change after four years of attacks on labor.

For the first time in my life, I have heard the President of the United States openly and repeatedly support labor organizations. Not a little mumble here or there to satisfy the base, but an outright open, loud, and proud support for labor both verbally and in almost every initiative he has introduced. In fact, in the Biden Administration's Fact Sheet on the infrastructure plan released just yesterday, the word "union" is used 24 times. More information on the plan can be found on the last page of this newsletter.

Now, the real questions are, how to maintain it? How to build on it? And, how to make sure that our members know and understand what is at stake in elections and why they need to support labor friendly candidates? If you are not already doing so, please educate your membership on how politics affect their livelihood. Make sure your registrar has compiled an accurate contact list of your membership and



IBEW FOURTH DISTRICT

that they are actively and regularly communicating and educating the membership on the issues that matter the most, our wages, our benefits, our working conditions, and our livelihood.

Throughout the district we are seeing a lot of success from the Fourth District Solar Plan. We continue to meet with contractors, developers, and advocate at siting boards in an effort to get in front of this work. I am very happy to announce that Local Unions 24, 80, 212, 307, 466, 540, 575 and 673 have all been successful in securing projects. Keep up the great work!

Now that we are getting this work, we need to make sure that we can man the work. If you are not actively recruiting for CW/CEs, it is more important than ever before that you begin to do so. Just one job that we cannot man can turn developers against using the IBEW and send them running for temporary agencies, other trades, and nonunion contractors to fill the void. If you need help, please let your State Organizing Coordinator know and we will work together to make sure that we are successful in securing and manning this work for our members.

Regional Agreement Meetings were held in January. Thank you to all the Business Managers and Organizers that participated in those meetings. The next meetings are coming up in May. Please mark your calendars and make every effort to participate. The schedule of the meetings is listed further along in this newsletter. The information shared at these meetings is a very important part of our efforts to continue to grow the district.

Special thanks to all of the Ohio Local Unions that participated in our efforts to defeat SB52/HB118. Your efforts have not gone unnoticed. While we have not defeated it . . . yet. . . we have everyone's attention and strongly believe that we will ultimately be successful. We are monitoring changes to SB52/HB118 and will continue to keep up the pressure!

The Virtual Fourth District Progress Meeting will be held May 4th, 5th, and 6th. Additional information on registration will be forthcoming. However, I wanted to make you aware of a workshop that we will be having on **Arbitration Training**. Many Local Unions have requested this training in the past and we have hired the American Arbitration Association to do a 1-day workshop on Thursday, May 6, 2021. Participants will be limited to the first 20 delegates to register. Only one (1) person per local union please. If we have additional space after all delegates have had an opportunity to register, I will open it up to more than one (1) delegate per local.

The deadline for submitting designs for the Fourth District Pin Design Contest was extended to April 21, 2021. We currently have 11 designs that have been submitted. Delegates to the Fourth District Progress Meeting will have the difficult decision on selecting the winning design, and what a tough decision that will be with such great submittals.

Finally, but most importantly, I want to remind everyone that the Fourth District is and has always been a family. A family of brothers and sisters all trying to raise their families, get a fair days pay for a fair day of work, have a little bit of fun, and retire someday with dignity. It is up to each of us to have ALL of our brother's and sister's backs. I am not saying there will not be disagreements, at times it might feel more like a dysfunctional family than a family, but nonetheless, we should always strive to come from a place of family. A place where each of us has the best interest of our members and our brotherhood in our hearts and minds.

I am troubled that the last four years of constant National conspiracy theories and fake news propaganda has taken a toll on some of our brothers and sisters. It has them forgetting this very fundamental belief and has members fighting with members. We are stronger when we stand together. Please do not let minor differences we have detract from our ultimate goal of building our brotherhood.

In Solidarity,



Gina P. Cooper
IBEW Fourth District, IVP



ORGANIZER'S COLUMNS:

Construction Organizing By: Gary Osborne

Organizing the unorganized worker and employer remains the top priority of International President Stephenson and Fourth District International Vice President Cooper. Growing our membership, growing our market share, and growing our employer base equates to more job opportunities for our members. The District-wide Regional Agreements have proven to be the best organizing tool we have had in many years. The Regional Agreements have allowed employers to expand their markets and put Journeymen and Apprentices to work on projects that we have not been on in years. The expanded classifications of Construction Wireman and Construction Electrician allow Organizers to recruit from open shop employers and place these workers to work immediately with our signatory employers. This type of organizing brings us back to our organizing roots where the only qualification was that if an individual was employed in the industry and was able to remain employed, that individual belonged in the IBEW. Utilizing these tactics, thinking and leadership soared our market share from 0% to 90% over a 60-year period. The IBEW members and signatory employers dominated the market and monopolized the workforce.

Local unions utilizing and promoting the Regional Agreements have seen their membership increase, their market share expand, and their employment opportunities increase. In 2020 alone, it is estimated that 761 full-time Journeymen and Apprentice jobs were created due to use of the Regional Agreements. Absent the Regional Agreements, the vast majority of these jobs along with the 2-million Construction Electrician/Construction Wireman man-hours worked would belong to our open shop competitors. We need to embrace and expand the use of Regional Agreements and if our membership pushes back, educate them on why these agreements are important and needed to expand our markets. The IBEW Fourth District continues to move forward in expanding our market share and job opportunities for our members by use of the Regional Agreements. Recent changes to the Regional Agreements allow owners to work with their tools which opens the door for small open shop employers to sign on. The recent changes in our Organizing Policy encourages the local unions to embrace and welcome new recruits by making them members of the IBEW on day one. This includes apprentices. It is the right thing to do! Our IBEW history educates us on the pathway to move forward or the pathway to move backwards. Let's follow the pathway of our founders and organize our way back to 90% market share.

Professional and Industrial Organizing By: Bert McDermitt, Jr.

We would like to ask for Local Union support identifying traffic control workers such as the folks with Area Wide Protective (AWP). Traffic control workers are working side by side with IBEW members. Our members can promote the benefits of Union membership. The Federal Highway Administration reported in 2019 a yearly average of nearly 800 work zone fatalities. AWP has more than 70 facilities that provide traffic control services to more than 19 states. Roadsafe Traffic Systems serve customers in all 48 contiguous states through 40 branch locations. These are skilled and dangerous jobs where the workers can benefit by having a Voice at Work. Your support can help these workers have that opportunity!

Local 1347 – Andrew Kirk, Business Manager Duke Energy Cincinnati, OH

Utilizing the Local Union Organizing Committee made up of officers and retirees, they have developed a new web page. Included with the web page is an organizing web contact and advertisements promoting their Local during March Madness. The Organizing Committee also participated in a Zoom information sharing meeting on how to conduct return calls for web contacts. Unknown to them, this later included "mock web contacts" for each of them to complete. They each completed these calls and represented their Local proudly!

Local 2173 – Ernest Barnett, Business Manager Delta Star Inc., Electrical Manufacturer - Lynchburg, VA

Business Manager Barnett and the officers of Local 2173 have adopted and implemented a new presentation and "membership day one" policy for new employee orientation. The Local's agreement allows the Union time during new employee orientation to discuss the benefits of membership. Previously the Local would wait until new employees would complete a probationary period which resulted in many not signing up for membership.

When Unions were first organized, their success depended on total membership involvement, this was the only resource available. Today sometimes we rely on other resources available and not enough on our primary strength, the membership. The engagement of our membership is the main difference between being a servicing model union and an organizing model union. Each of these Locals, as others, are engaging their membership on different levels to put the movement back into the Labor Movement.

2021 REGIONAL AGREEMENT MEETING SCHEDULE



Wednesday, May 12, 2021 (AM) – NORA Region
Wednesday, May 12, 2021 (PM) – Southwest Region
Thursday, May 13, 2021 (AM) – Central Region
Thursday, May 13, 2021 (PM) – MD, VA, DC Region

Wednesday, September 29, 2021 (AM) – NORA Region
Wednesday, September 29, 2021 (PM) – Southwest Region
Thursday, September 30, 2021 (AM) – Central Region
Thursday, September 30, 2021 (PM) – MD, VA, DC Region

AM Sessions – 9:00am to 12:00pm
PM Sessions – 1:00pm to 4:00pm



Congratulations to the following members of the Fourth District staff who are retiring as of April 1st. We wish you a long and healthy retirement. Thank you for your leadership and commitment to the IBEW.

- Dave Moran, Fourth District International Representative
- Ted Robison, Fourth District International Representative

I would like to welcome the following new officers and representatives to the Fourth District family:

- Chad Donathan, Fourth District International Representative
- Jim Gillette, Fourth District International Representative
- Patrick Hook, Business Manager, IBEW Local Union 683
- Ed Moore, Fourth District International Representative
- Shane Wolfe, Business Manager, IBEW Local Union 317
- Derric Varney, President/Bus. Mgr., IBEW Local Union 578



2021 UPCOMING VIRTUAL TRAININGS

While we would prefer to host in person trainings at your local union that are customized to meet your needs, we realize that is not always possible, particularly for some of our smaller local unions.

Therefore, to ensure that everyone has the opportunity for training, we are offering the following trainings in a virtual format. **Please register a minimum of two (2) weeks in advance of these trainings to allow time to mail class handouts to participants.**

Stewards Virtual Training *(2 evenings, for 2 hours each)*

June 2 & 3
September 8 & 9
December 1 & 2

Local Union Election Judge Virtual Training *(2 evenings, for 2 hours each)*

April 27 & 28
December 8 & 9

New Officer Leadership Virtual Training *(2 evenings, for 2 hours each)*

August 4 & 5

Webinar - The Power of 5 *(75 Minutes)*

May 25 @ 6:00 p.m. EST
June 22 @ 6:00 p.m. EST

Knowledge is power, and the more we know about the IBEW – the more opportunities we have to build a strong future for ourselves, our union, and our communities. The *Power of 5* webinar covers five important topics that every union member should know about the IBEW. In general, these topics are history and structure, union dues, organizational priorities, member engagement, and what the IBEW does for its industries. Once you learn the Power of 5, you can build on it and share the knowledge with others. **This webinar is for anyone who wants to know a little more about the IBEW.**

To sign up for any of the above trainings, please send an email request, from the Business Manager, with the names of the participants to:
IVPD_04@ibew.org

CAN'T MAKE THESE TRAININGS WORK WITH YOUR SCHEDULE???

Don't stress...we've got your back. If you cannot make the scheduled virtual trainings work for you, let us know and we can schedule a training just for your local union.

BUSINESS DEVELOPMENT UPDATE
BY: JON ROSENBERGER

Since the last newsletter, Business Development has continued to identify contractors that are certified to work on Department of Defense (DoD) projects. Thank you to the locals that have provided information regarding certified contractors. This project is ongoing and an important part of being prepared for DoD opportunities, please do not hesitate to contact me for additional information or with names of contractors.

New this quarter is an increased focus on the district being prepared for electric vehicle infrastructure investment. The continued growth of the electric vehicle market and electric vehicle infrastructure are creating a demand for appropriately credentialed, trained, workers to install charging stations. To prepare for these opportunities, the Business Development Department has established the Electric Vehicle Infrastructure Training Program (EVITP) Utility Marketing Initiative. Promotion of EVITP is the center of the initiative. I will be meeting with utilities throughout the district to provide additional information about EVITP and our qualified contractors. Certified contractors will be listed on the EVITP website (www.EVITP.org), it is critical that a network of certified contractors is established across the district. Additional information about EVITP will be presented at the Progress Meeting.

The electrical training ALLIANCE is offering a virtual instructor-led training class for Electric Vehicle Infrastructure Training. The course will cover all program details, two sessions specifically focused on Code-related instruction. Registration for the event will be through the Events Management Portal available through your local JATC.

There are many prospects for work for our members coming soon throughout the district. Now is a critical time to work together to prepare for these opportunities. I look forward to continuing to assist all local unions in the Fourth District in researching upcoming jobs and networking to develop relationships within our industries.



2021 TENTATIVE PROJECTED SCHEDULE

(Please Note: these dates are subject to be changed or cancelled due to the pandemic)

DATES:	CONFERENCE:	LOCATION:
April 15, 2021 ~ April 17, 2021	Construction	Virtual
May 4, 2021 ~ May 6, 2021	Fourth District Progress Meeting	Virtual
May 16, 2021 ~ May 20, 2021	CIR	Virtual
August 15, 2021 ~ August 19, 2021	CIR	Washington, DC
August 30, 2021 ~ September 3, 2021	IBEW Convention	Chicago, IL
October 3, 2021 ~ October 6, 2021	28 th Constitutional Convention of the AFL-CIO	Philadelphia, PA
October 3, 2021 ~ October 8, 2021	Fall Telecom Meeting	St. Pete Beach, FL
October 20, 2021 ~ October 23, 2021	RENEW	New Orleans, LA
October 24, 2021 ~ October 27, 2021	Railroad and Government Employees	Myrtle Beach, SC
November 1, 2021 ~ November 4, 2021	Membership Development	Atlanta, GA
November 13, 2021 ~ November 17, 2021	CIR	Washington, DC
November 15, 2021 ~ November 18, 2021	Utility - RESCHEDULED	New Orleans, LA
November 16, 2021 ~ November 18, 2021	Nuclear	New Orleans, LA

ORGANIZING SUCCESS



Local 8 – Roy Grosswiler, Business Manager

- New Contractor
- Current Electric LTD

Local 39 – Bill Kriaris, Business Manager

- Cleveland Public Power
- 3 employees

Local 369 – Larry Wendler, Business Manager

- Power Source 1

Local 466 – John Epperly, Business Manager

- New Contractor
- Layne Electric Company

Local 666 – Charles Skelly, Business Manager

- Rasaul Works for Virginia Campaign
- 16 Employees
-

Local 978 – James Richards Jr., Business Manager

- Area Wide Protective - Parkersburg & Huntington, WV
- 67 employees

Local 1194 – Jaren Thompson, Business Manager

- Ohio Edison/First Energy - Warren, OH
- 2 employees

Want to Learn More About the Labor Movement?

Labor's Bookstore, based in New York, is an online bookstore filled with valuable resources for readers of all ages. From materials on labor law, guides for local union officers and stewards, to books for younger readers about historical events and leaders; Labor's Bookstore has something for everyone. Books are available both new and used. In addition to printed materials, Labor's Bookstore offers a selection of webinars.

For more information, check out:

<https://www.laborsbookstore.com>



WHERE'S THE WORK??

We will begin including ongoing and upcoming manpower needs across the District to keep our unemployed members aware of opportunities and assist locals in successfully staffing projects.

INSIDE

Local 80 - Norfolk, Virginia: Immediate Need! Amazon conveyor projects, highway lighting project, and Microsoft Data Center expansion.

Local 212 – Cincinnati, Ohio: Amazon large conveyor project, Phase II of Amazon, soccer stadium.

Local 573 - Warren, Ohio: Electric Motor facility and Battery facility.

Local 683 - Columbus, Ohio: Hiring should pick back up in April. Google, Project Mustang (Data Center) along with many other projects including hospitals, distribution centers, and University projects.

Local 1105 - Zanesville, Ohio: Immediate Need! Facebook and Project Mustang (Data Center) along with various other projects.

OUTSIDE

Local 317 - Virginia/West Virginia: A new transmission project should be building up by the end of the first quarter.



Reaching the end of a job interview, the Human Resources Officer asks a young engineer fresh out of the Massachusetts Institute of Technology, "And what starting salary are you looking for?" The engineer replies, "In the region of \$125,000 a year, depending on the benefits package." The interviewer inquires, "Well, what would you say to a package of five weeks' vacation, 14 paid holidays, full medical and dental, company matching retirement fund to 50% of salary, and a company car leased every two years, say, a red Corvette?" The engineer sits up straight and says, "Wow! Are you kidding?" The interviewer replies, "Yeah, but you started it."

SUMMARY OF THE AMERICAN RESCUE PLAN ACT (H.R. 1319)

Public Health. Provides \$48.3 billion for testing, contact tracing and personal protective equipment (PPE); \$7.5 billion for vaccine distribution; and \$5.2 billion for procurement of vaccines and supplies. Provides \$10 billion to expand domestic production of PPE, vaccines and medical supplies under the Defense Production Act.

Workplace Safety. Provides \$200 million for pandemic-related worker protection activities at the Labor Department, half of which would go to the Occupational Safety and Health Administration (OSHA) to support OSHA enforcement and worker training in high-risk sectors such as meat processing, health care, correctional facilities and agriculture.

Relief for State and Local Governments. Provides \$350 billion in aid to state, local, tribal and territorial governments to help deal with the budgetary impact of the pandemic, including \$195.3 billion for states and Washington, D.C.; \$130.2 billion for local governments; \$20 billion for tribal governments; and \$4.5 billion for U.S. territories.

Education. Provides \$125 billion in state grants to help local educational authorities reopen K-12 public schools safely, address instruction loss and support students as they recover from the effects of the pandemic. Provides \$39.6 billion to colleges and universities and their students, at least half of which must be spent on emergency financial aid grants.

Direct Payments. Provides \$1,400 in direct payments to individuals making less than \$75,000 and married couples making under \$150,000, and for dependents claimed on federal tax returns.

Unemployment Benefits. Extends pandemic-related unemployment assistance that was set to expire on March 14, including the current \$300 supplement to unemployment benefits (called “Pandemic Unemployment Compensation”), for another six months through Sept. 6. Provides that the first \$10,200 of unemployment benefits received by taxpayers making less than \$150,000 will not be subject to federal taxation.

Relief for Multiemployer Pensions. Provides about \$86 billion in financial assistance to struggling multiemployer pension plans, which the plans will not have to repay, to cover all benefits due through plan year 2051, with no cuts to accrued benefits.

Full COBRA Subsidies. Subsidizes 100% of health care premiums of COBRA-eligible individuals who lose their job or had reduced hours, who will not have to pay any premiums, for six months. The employer or health plan can claim a refundable tax credit against their Medicare payroll tax liability for the cost of the premiums.

Airline and Aerospace Payroll Support. Provides \$15 billion for the wages and benefits of employees of airlines and contractors in the airline industry, on terms similar to airline payroll support in previous legislation: no layoffs or pay cuts through Sept. 30 or whenever the assistance is exhausted, whichever is later, and the continuation of current restrictions on stock buybacks, dividend payments and executive pay. Provides another \$3 billion to create a payroll support program for aviation manufacturers.

Transportation. Provides \$30.4 billion for grants to transit agencies, which can be used for operating expenses, including payroll costs and PPE, and \$1.7 billion for Amtrak in fiscal year 2021, including funding to recall furloughed workers and restore the frequency of long-distance routes.

Paycheck Protection Program (PPP). Extends eligibility for the PPP forgivable loan program to more tax-exempt groups, including 501(c)(5) labor organizations. Creates a new \$28.6 billion grant program for restaurants.

(Continued, next page →)

Child Tax Credit. Reduces child poverty by expanding the child tax credit through 2021, increasing the maximum credit to \$3,600 for each child younger than 6 and \$3,000 for other children, and making the credit fully refundable.

Child Care. Expands the Child and Dependent Care Tax Credit to \$4,000 per child or \$8,000 for two or more children and makes the credit fully refundable. Provides \$39 billion for childcare, including \$15 billion in grants to states to help low-income families afford child care and help essential workers regardless of their income and \$24 billion for state grants to child care providers.

Federal Employee Leave. Provides \$570 million to create an Emergency Federal Employee Leave Fund to provide up to 15 weeks of emergency paid leave for civilian employees and postal workers, including those who have COVID-19, who are caring for someone with COVID-19, are looking after children during virtual classes, or are obtaining a COVID-19 vaccine. Provides \$13 million for an Emergency TSA Employee Leave Fund and \$9 million for an Emergency FAA Employee Leave Fund.

Paid Sick Leave and Paid Family and Medical Leave Tax Credits. Extends current tax credits through September 2021 and expands eligibility to include state and local governments.

Employee Retention Tax Credit. Extends the current tax credit through December 31, 2021 and increases the percentage of wages covered for severely distressed businesses.

Earned Income Tax Credit. Expands the earned income tax credit for taxpayers without children for 2021 by increasing both the credit percentage and phaseout thresholds.

Veterans. Provides \$386 million to create a rapid retraining program for veterans who are unemployed because of the pandemic.

Housing. Provides \$21.6 billion for emergency rental assistance to prevent evictions and \$10 billion to help homeowners avoid foreclosure; \$5 billion for emergency public housing vouchers; and \$5 billion to address homelessness.

Nutrition Assistance. Extends a 15% increase to monthly benefits under the Supplemental Nutrition Assistance Program through Sept. 30, 2021.

WHERE IS YOUR CHARTER?

If you have not chartered a RENEW, Electrical Workers Minority Caucus (EWMC), Woman's, Veteran's, or Retirees' Committee in your Local Union, NOW is the time to do it. **Let's get everyone engaged in the Labor Movement!**

For help in *setting* up these committees, please contact:

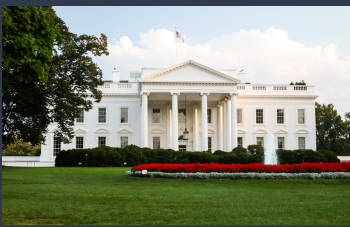
Group	Contact	Email Address
RENEW	Jake Lilly	JrLilly246@gmail.com
EWMC	Keith Davis	lakesr49@msn.com
Woman's	Ann Peek	apeek72@yahoo.com
Veteran's	Nichole Smith	niemsmith@gmail.com
Retiree's	Gary Griffin	Gary_Griffin@ibew.org

**Together, we can help build the IBEW
and have a lot of fun getting it done!**

IBEW OBJECTS

The objects of the International Brotherhood of Electrical Workers are:

- To organize all workers in the entire electrical industry in the United States and Canada, including all those in public utilities and electrical manufacturing, into local unions,
- To promote reasonable methods of work,
- To cultivate feelings of friendship among those of our industry,
- To settle all disputes between employers and employees by arbitration (if possible),
- To assist each other in sickness or distress,
- To secure employment,
- To reduce the hours of daily labor,
- To secure adequate pay for our work,
- To seek a higher and higher standard of living,
- To seek security for the individual,
- And by legal and proper means to elevate the moral, intellectual, and social conditions of our members, their families and dependents in the interest of a higher standard of citizenship.



The full plan uses the word

"UNION" 24 times!

FROM THE WHITE HOUSE

Below you will find excerpts pulled directly from The Biden Administration's March 31 Fact Sheet on The American Jobs Plan. More information on the Administration's infrastructure plan and its impact on our District will be included in the next Newsletter.

The American Jobs Plan is an investment in America that will create millions of good jobs, rebuild our country's infrastructure, and position the United States to out-compete China. Public domestic investment as a share of the economy has fallen by more than 40 percent since the 1960s. The American Jobs Plan will invest in America in a way we have not invested since we built the interstate highways and won the Space Race.

The United States of America is the wealthiest country in the world, yet we rank 13th when it comes to the overall quality of our infrastructure. After decades of disinvestment, our roads, bridges, and water systems are crumbling. Our electric grid is vulnerable to catastrophic outages. Too many lack access to affordable, high-speed Internet and to quality housing. The past year has led to job losses and threatened economic security, eroding more than 30 years of progress in women's labor force participation. It has unmasked the fragility of our caregiving infrastructure. And, our nation is falling behind its biggest competitors on research and development (R&D), manufacturing, and training. It has never been more important for us to invest in strengthening our infrastructure and competitiveness, and in creating the good-paying, union jobs of the future.

Specifically, President Biden's plan will:

Fix highways, rebuild bridges, upgrade ports, airports and transit systems. The President's plan will modernize 20,000 miles of highways, roads, and main-streets. It will fix the ten most economically significant bridges in the country in need of reconstruction. It also will repair the worst 10,000 smaller bridges, providing critical linkages to communities. And, it will replace thousands of buses and rail cars, repair hundreds of stations, renew airports, and expand transit and rail into new communities.

Deliver clean drinking water, a renewed electric grid, and high-speed broadband to all Americans. President Biden's plan will eliminate all lead pipes and service lines in our drinking water systems, improving the health of our country's children and communities of color. It will put hundreds of thousands of people to work laying thousands of miles of transmission lines and capping hundreds of thousands of orphan oil and gas wells and abandoned mines. And, it will bring affordable, reliable, high-speed broadband to every American, including the more than 35 percent of rural Americans who lack access to broadband at minimally acceptable speeds.

Build, preserve, and retrofit more than two million homes and commercial buildings, modernize our nation's schools and child care facilities, and upgrade veterans' hospitals and federal buildings. President Biden's plan will create good jobs building, rehabilitating, and retrofitting affordable, accessible, energy efficient, and resilient housing, commercial buildings, schools, and child care facilities all over the country, while also vastly improving our nation's federal facilities, especially those that serve veterans.

Solidify the infrastructure of our care economy by creating jobs and raising wages and benefits for essential home care workers. These workers – the majority of whom are women of color – have been underpaid and undervalued for too long. The President's plan makes substantial investments in the infrastructure of our care economy, starting by creating new and better jobs for caregiving workers. His plan will provide home and community-based care for individuals who otherwise would need to wait as many as five years to get the services they badly need.

Revitalize manufacturing, secure U.S. supply chains, invest in R&D, and train Americans for the jobs of the future. President Biden's plan will ensure that the best, diverse minds in America are put to work creating the innovations of the future while creating hundreds of thousands of quality jobs today. Our workers will build and make things in every part of America, and they will be trained for well-paying, middle-class jobs.

Create good-quality jobs that pay prevailing wages in safe and healthy workplaces while ensuring workers have a free and fair choice to organize, join a union, and bargain collectively with their employers. By ensuring that American taxpayers' dollars benefit working families and their communities, and not multinational corporations or foreign governments, the plan will require that goods and materials are made in America and shipped on U.S.-flag, U.S.-crewed vessels. The plan also will ensure that Americans who have endured systemic discrimination and exclusion for generations finally have a fair shot at obtaining good paying jobs and being part of a union.