

S. HRG. 117-170

**NOMINATION OF MARTY WALSH
TO SERVE AS
SECRETARY OF LABOR**

HEARING
OF THE
**COMMITTEE ON HEALTH, EDUCATION,
LABOR, AND PENSIONS**
UNITED STATES SENATE
ONE HUNDRED SEVENTEENTH CONGRESS
FIRST SESSION
ON
EXAMINING THE NOMINATION OF MARTIN JOSEPH WALSH, OF
MASSACHUSETTS, TO BE SECRETARY OF LABOR

—————
FEBRUARY 4, 2021
—————

Printed for the use of the Committee on Health, Education, Labor, and Pensions



Available via the World Wide Web: <http://www.govinfo.gov>

—————
U.S. GOVERNMENT PUBLISHING OFFICE

46-750 PDF

WASHINGTON : 2022

COMMITTEE ON HEALTH, EDUCATION, LABOR, AND PENSIONS

PATTY MURRAY, Washington *Chair*

BERNIE SANDERS (I), Vermont	RICHARD BURR, North Carolina <i>Ranking Member</i>
ROBERT P. CASEY, JR., Pennsylvania	
TAMMY BALDWIN, Wisconsin	RAND PAUL, M.D., Kentucky
CHRISTOPHER S. MURPHY, Connecticut	SUSAN M. COLLINS, Maine
TIM KAINE, Virginia	BILL CASSIDY, M.D., Louisiana
MAGGIE HASSAN, New Hampshire	LISA MURKOWSKI, Alaska
TINA SMITH, Minnesota	MIKE BRAUN, Indiana
JACKY ROSEN, Nevada	ROGER MARSHALL, M.D., Kansas
BEN RAY LUJAN, New Mexico	TIM SCOTT, South Carolina
JOHN HICKENLOOPER, Colorado	MITT ROMNEY, Utah
	TOMMY TUBERVILLE, Alabama
	JERRY MORAN, Kansas

EVAN T. SCHATZ, *Staff Director*
DAVID P. CLEARY, *Republican Staff Director*
JOHN RIGHTER, *Deputy Staff Director*

C O N T E N T S

STATEMENTS

THURSDAY, FEBRUARY 4, 2021

Page

COMMITTEE MEMBERS

Murray, Hon. Patty, Chair, Committee on Health, Education, Labor, and Pensions, Opening statement	1
Burr, Hon. Richard, Ranking Member, a U.S. Senator from the State of North Carolina, Opening statement	4

WITNESSES

Walsh, Hon. Martin, J., Boston, MA	7
Prepared statement	9

ADDITIONAL MATERIAL

Statements, articles, publications, letters, etc.	
Murray, Hon. Patty: Letters of support	46

**NOMINATION OF MARTY WALSH
TO SERVE AS
SECRETARY OF LABOR**

Thursday, February 4, 2021

U.S. SENATE
COMMITTEE ON HEALTH, EDUCATION, LABOR, AND PENSIONS
Washington, DC.

The Committee met, pursuant to notice, at 10:02 a.m., in room SD-430, Dirksen Senate Office Building, Hon. Patty Murray, The Chair of the Committee, presiding.

Present: Senators Murray [presiding], Sanders, Casey, Baldwin, Murphy, Kaine, Hassan, Smith, Rosen, Lujan, Hickenlooper, Warren, Burr, Paul, Collins, Cassidy, Murkowski, Braun, Marshall, Scott, Romney, Tuberville, and Moran.

OPENING STATEMENT OF SENATOR MURRAY

The CHAIR. This hearing of the Senate Committee on Health, Education, Labor, and Pensions will please come to order. Today, we are holding a hearing on the nomination of Mayor Marty Walsh to be Secretary of Labor. Senator Burr and I will each have an opening statement and then I will recognize Senator Warren to introduce Mayor Walsh. After Mayor Walsh gives his testimony, Senators will have five minutes each for a round of questions. And I am happy to stay for a second round if Senators have any remaining questions.

Before we begin, I also want to walk through the COVID-19 safety protocols we have in place. We will follow the advice of the Attending Physician and the Sergeant at Arms in conducting this hearing. Committee Members and our witnesses are seated at least six feet apart. That means we are unable to have the public or the media attend in person. But the hearing is available on our Committee website at www.help.senate.gov. Some Senators, including myself, are participating by video conference. We are all very grateful to the Sergeant at Arms, the Capitol Police, the Architect of the Capitol, the Press Gallery, the Rules Committee, and our Committee staff for all of their hard work to keep us all safe and healthy.

Joining us today, we have all of our new Committee Members that I am very, very pleased to welcome our new Senators Lujan, Hickenlooper, Moran, Marshall, and Tuberville to the Committee, and I look forward to working with all of you. Mayor Walsh, thank you for joining us today, and I am pleased to welcome your partner, Lori, as well. While we haven't had the chance to meet in person

yet, I do look forward to meeting you soon and I know we will be working together a lot, both virtually for the time being and in person hopefully soon. President Biden announced his intent to nominate Mayor Walsh on January 7th. His formal nomination arrived on January 20th. The Committee received Mayor Walsh's Office of Government Ethics paperwork, including his public financial disclosures and ethics agreement, on January 22nd, and his Committee paperwork on January 25th. Mayor Walsh, I look forward to hearing about how you and the Biden administration will work with us to fight for workers across our country, and I hope we will be able to confirm you quickly because we do not have a minute to delay.

We have lost 140,000 jobs in the last month. All of the net job loss was among women and it was disproportionately among women of color. Unemployment is twice as high as it was a year ago, and as usual, it is unfortunately even higher among women, people with disabilities, and people of color. And I have heard from so many families back in Washington State who are hurting. This pandemic has laid bare the painful fact that while our economy might work for the biggest corporations and wealthiest individuals, it doesn't work for families. And it is working against women, people of color, people with disabilities, and many others. Since the beginning of this pandemic, our health and homecare workers, grocery store clerks, delivery people, fast food workers, farm workers, bus drivers and so many others have kept this country going, showing more clearly than ever before that workers are the backbone of our economy. Democrats and Republicans alike have joined together in rightly calling our essential workers heroes. But despite their tireless work and the risk of COVID exposure, too many of these workers are paid wages so low they can't even afford to meet their basic needs.

One in nine workers in our country makes poverty level wages, and the current Federal minimum wage has left millions of working people desperately in need of a raise, a quarter of Latino workers, a third of Black workers, 60 percent of women, over 32 million people in all are currently paid as little as \$7.25 an hour or \$2.13 an hour for tipped workers, pennies on the dollar to workers with disabilities and the pandemic has only made it harder for workers to make ends meet. It is making their wages even more deeply unfair. Women are paid only \$0.82 for every \$1.00 paid to men, and that drops to \$0.63 for Black and Pacific Islander women, \$0.60 for many Native American women, and only \$0.55 for Latino women. And a new report projects the wage gap will likely widen by 5 percent because of this pandemic. And these problems are exacerbated by our insufficient pay equity protections, our lack of guaranteed paid sick days, and national paid family and medical leave policy, and our lack of—the worsening childcare crisis. Amid all the pressures of this pandemic, one in four women now say they are considering downshifting their careers or leaving the workforce. And for so many workers, the conditions aren't just unfair, they are also unsafe.

The largest meatpacking plant in my home State of Washington had a COVID-19 outbreak last year that infected hundreds of people. And we have seen the same thing in other workplaces across the country. Thousands of workers have died from COVID-19, in-

cluding over 100 grocery store workers, more than 275 meatpacking plant workers, and nearly 3,000 health care workers. It has never been more important to have a Department of Labor that fights for workers. Unfortunately, we didn't have that last year. We had the Trump administration. Under former President Trump, the Department of Labor attacked workers' rights at every turn and protected the wealthiest corporations at the expense of working families. They denied millions of workers overtime pay. They made it easier for employers to steal workers' tips. They weakened workplace discrimination, enforcement and protections for LGBTQ workers, and more. Despite the urgency of this pandemic, the Trump administration refused to have OSHA issue an emergency temporary standard protecting workers from COVID, a tragic failure that I am glad President Biden is already working toward correcting. The Trump administration even tried to restrict the bipartisan emergency paid leave policy Congress did pass to help fight the pandemic.

After four years of the Trump administration's attack on working families and a pandemic that continues to push them to the brink, we desperately need a Secretary of Labor like Mayor Walsh who will fight for workers not against them. Mayor Walsh will bring an important perspective to the Department as the first union leader to head it in decades. And just as importantly, he will bring a long track record as a collaborative leader who has worked across coalitions with labor groups and the business community, as a state representative, and as Mayor of Boston, to rebuild the middle class and create a more inclusive, resilient economy for all workers. Under his leadership, 135,000 new jobs have been created in the city, and he has fought for a \$15.00 minimum wage and paid leave policies will help ensure women, workers of color, workers with disabilities can succeed in the workforce and get the pay they deserve.

During this pandemic, Mayor Walsh has also continued to show a deep commitment to our frontline workers who have kept this country running by providing funding for emergency childcare and other resources essential workers need to weather this pandemic. It is clear Mayor Walsh has the right experience, leadership, and priorities to protect workers during this critical moment. And I look forward to working with him, President Biden, and Vice President Harris to see our country through this pandemic and rebuild an economy that is stronger and fair for all workers, one that promises regardless of age, race or ethnicity, gender, sexual orientation or disability, every worker can earn a livable wage, which is why we need to pass the Raise the Wage Act and establish a national minimum wage of \$15.00 an hour without exceptions across jobs, pass the Paycheck Fairness Act, and promise that every woman will receive equal pay for equal work, and have a Department of Labor that protects workers' paychecks against wage theft.

We need leaders who ensure that every worker is safe from pandemics. We need laws like my Be Heard Act to make sure workers are protected against discrimination and harassment. And we need to hold every employer accountable for ensuring safe working conditions. Building an economy for working families also means ensuring that every person has paid sick days and leave so they can put the health and well-being of themselves and their

loved ones first and every parent has access to quality, affordable childcare, two other critical pieces of President Biden's COVID plan. It means ensuring that every person has access to a retirement plan and the resources that they need to plan for their future and protecting those plans against threats like unscrupulous financial advisers or the multiemployer pension crisis that could strip millions of people the benefits they have earned. And last but not least, it means protecting and strengthening every worker's right to join a union and collectively bargain for safer working conditions, or better pay, or a secure retirement. Which is why I am so proud to be introducing the PRO Act later today with Majority Leader Schumer and Congressman Scott.

Even before this pandemic and even before President Trump's four years crusade against workers, we had a long road ahead to build a truly fair, inclusive economy that works for working families. But now not only is the road longer, but the clock is ticking. Workers who are the backbone of our economy are being pushed to the brink. They need us to acknowledge that this crisis is far from over and pass additional relief as soon as possible. And they need a Secretary of Labor like Mayor Walsh, who will act quickly to keep workers safe, to defend and expand workers' rights, and be a partner in helping our economy come back stronger and fairer for all workers. I hope all of my colleagues agree. We need a Secretary of Labor we can trust to stand up for workers, not huge corporations, at this critical time. And we will prove it by working with me to get Mayor Walsh confirmed without delay.

Finally, I now ask for UC to enter into the record 25 letters of support from Mayor Walsh's nomination for Labor Secretary, signed by over 29 individuals and groups representing labor, trade unions, financial and medical institutions, and a bipartisan group of Mayors from across the country. So ordered.

[The information referred to can be found on page 46.]

The CHAIR. With that, I will recognize Ranking Member Burr for his opening remarks.

OPENING STATEMENT OF SENATOR BURR

Senator BURR. Well, good morning, Madam Chair, and thank you. I want to thank you for scheduling this hearing with Mayor Marty Walsh to be Secretary of Labor. I want to at this time, welcome on my side of the aisle, three new Members, Senator Marshall, Coach Tuberville. Tommy played college football. You will always be Coach. And Senator Moran. Mayor Walsh, welcome. You have been a Mayor, state representative, union leader. You, quite frankly, have the experience and the qualifications to be considered for this position.

I believe you are here, though, because in your career, you have called balls and strikes, and I think that is important in the position of Secretary of Labor. So I want to congratulate you on your nomination. I want to welcome you today. I also want to welcome Lori because I noticed that she was not in your statement that you are going to make, and it is just important to have her here. The Department of Labor serves an immensely important role in our economy and the lives of the American people. Our Nation can

never afford to have a labor Secretary that will ever be accused of being in cahoots with union bosses or beholdng to management. This is a job that requires a labor Secretary who is willing to make a commitment to confront both when necessary for the protection of the rank and file individual workers, especially in the midst of a pandemic with unemployment at 6.7 percent and 12.6 million people unemployed. This is a job that needs to be filled today.

That is why I agreed with Senator Murray to begin the process of your nomination as soon as institutionally possible without unnecessary delays and roadblocks, and I hope we will do the same with your confirmation vote. Not all nominees in other circumstances, in other administrations have received that consideration. You will get that consideration from me. I don't know if you would consider this the biggest job interview of your life, but I guess it is up near the top. The President has nominated you in the Senate and now has the opportunity to give advice and consent. I am going to commit to giving you my best advice today, my best well-intentioned advice in the days ahead and in the future. I hope you can commit to doing the job the right way and I think you can. The people who work in Washington, DC. need to come in to serve all the Americans from coast to coast and in the middle, Democrats and Republican, management and labor.

No matter what pressure comes from the extremes of the President's party, we cannot open the door of the Labor Department up to people who want to make enemies of job creators and the Department's job is not to make trial lawyers richer at a time when many businesses are struggling just to keep their doors open for the benefit of their workers. The problem with slaughtering the golden goose is that it no longer lays eggs. America is in the midst of an immense domestic and international challenge. We have health challenges with coronavirus pandemic. We have challenges with international competition with China and others. We should be able to work together to address these challenges. We need a skilled workforce. We need to encourage more women and minorities into science, technology, engineering, and math. We need to ensure that management and labor never conspire to construct another unfunded pension plan again.

We need to ensure America that Government is here to assist, not to hinder, the reopening of our economy and the list goes on. Bipartisan solutions exist to all these problems. And if you commit to working together in a bipartisan manner with us, I am sure the Senate will work with you. I am particularly concerned about the unprecedented firing of the NLRB's General Counsel. No President, no President has ever taken such action in recent memory, not Trump, not Obama, not Bush, not Clinton and Bush, not Reagan or others before them, and it is a disturbing signal from an administration preaching the need for bipartisan unity.

I would caution you and the Administration that might doesn't always make right and that you should be mindful that lurch to the left will be bad for a growing economy and getting people back to work. At one point in our history, the Department of Labor and the Department of Commerce existed together. Theodore Roosevelt knew that the interest of commerce and labor were ultimately aligned. Somehow, over the years, we have lost our way in that re-

gard. Our largest economic challenges are external. As chairman of the Intelligence Committee, I learned our competitors just don't play fair. We need to be on the same team.

We need to battle for our economy, for our fellow citizens, not for philosophy. Samuel Gompers, the founder of the American Federation of Labor, once said that a man who dwells on socialism forgets his union card. He told his socialist opponents, "economically, you are unsound, socially, you are wrong, industrially, you are impossible." These sorts of unsound, impossible political agendas he spoke of don't help the working people. They present the biggest standing threat to America's competitiveness. I implore you, do not be a party to that. As Teamster's President Jimmy Hoffa pointed out, the political decision by President Biden to cancel the completion of the construction of the Keystone pipeline resulted in the loss of 8,000 union jobs and the loss of members' retirements and health care benefits.

I hope that when confirmed, you will be the voice in the room reigning in this type of politically motivated chaos. Chaos in that specific example which cuts jobs and counterproductively increases, increases greenhouse gas emissions. I hope you can help us move beyond a class struggle mentally of 100 years ago and help us build a workforce for 2021 and beyond. We can no longer afford to operate as a labor team and a management team. We must be in this together. Tom Brady has proven that a Massachusetts guy can hop on I-95, go south, and do good things. If doing good things is your goal, and I think it is, you will have an ally in me. But you have got to be willing to stand up to the agenda activists to get that goal. I will join you Sunday. Rooting for Tampa Bay. Not trying to suck up to the next Secretary of Labor, but because at my age I root for the old guy, and that is where Brady is these days. I plan to conduct rigorous oversight, especially of the pandemic—of the response to COVID-19.

I will ask fair, difficult, and probing questions on the decisions you make and the way the agency operates. I would expect honest, complete and timely answers. I hope you can commit to working with me on that. Despite the fact that as Mayor, you out recruited my State of North Carolina for many of the jobs that should have come our way and they ended up in Boston, I expect by the end of this hearing I will be able to support your nomination, and I will encourage my colleagues on the side of the aisle to support you as well.

I look forward to this confirmation hearing. I thank the Chair. I yield back.

The CHAIR. Thank you very much, Senator Burr. I will now turn to you, Senator Warren, to introduce me to Mayor Walsh.

Senator Warren.

Senator WARREN. Thank you very much, Madam Chair Murray and Ranking Member Burr. And welcome, Marty and Lori. I am here to introduce Mayor Walsh, the Mayor of Boston, Massachusetts, who has been nominated to be our next Secretary of the Department of Labor. And I am really happy to be here. After four years of a Trump Labor Department that did its best to undermine workers, Marty will be a Secretary of Labor who actually supports labor.

Marty grew up in a hardworking family in Dorchester, Massachusetts. His mom and dad immigrated from Ireland and worked hard in America to give their children more opportunities. His family's story tells of a deep-seated commitment to building opportunity for the next generation. It is one of the many reasons that I trust Marty to look out for everyone looking for a good job, a decent wage, and a chance for their kids and their grandkids to succeed. Marty's dad worked in the building trades. Marty followed him into this work as a member of Laborers Local Union 223. Marty was smart, creative and relentless, and his fellow workers eventually elected him their union president. He later served as head of the Boston Buildings and Construction Trades Council, representing tens of thousands of workers in the region and then on to the state legislature and eventually Mayor of Boston.

I trust Marty to look out for America's working men and women because he has a strong record of having done exactly that. As Mayor, he fought for a \$15.00 an hour minimum wage and paid sick and family leave. He prioritized racial and gender equity, creating an Office of Women's Advancement and an Office of Diversity to address disparities in pay and leadership and in opportunity. And he established a new cabinet level position for a chief of equity to center equity and inclusive opportunity throughout all of city policy. Marty's response to the COVID-19 pandemic exemplifies his leadership.

His administration worked to get PPE to frontline workers and to set up a field hospital in Boston's convention center. But Marty didn't stop there. He provided emergency childcare to first responders and health care workers. And he worked to create the Boston Resiliency Fund to meet the needs of hard-pressed communities, including programs to hire laid off workers. Given his record on fighting for workers, it is not surprising that Marty's nomination has earned the support of so many unions and worker organizations as a long-time union leader. Marty knows what it is like to fight for fair pay, meaningful benefits, and safe conditions in your workplace. And I say this as someone who has worked with Marty for years.

Deep down, he is a good man who believes that Government can and should serve the people, and he lives by that belief every day. Welcome, Mayor Walsh. We are pleased to have you here. And I look forward to your nomination and your service to our Nation.

The CHAIR. Thank you very much, Senator Warren. Mayor Walsh, welcome. Thank you for being here today. We are looking forward to hearing from you and you can now begin your testimony.

**STATEMENT OF HON. MARTY WALSH, BOSTON, MA TO BE
SECRETARY OF LABOR**

Mr. WALSH. Thank you. Thank you very much, Madam Chair Murray. I appreciate your introduction. Ranking Member Burr as well. I want to thank you, however—. Sorry about that. Thank you very much, Senator Murray, for your introduction. Appreciate it. Ranking Member Burr, thank you as well. I am not sure how much

you help me out there today with Senator Marshall when you were talking about Tom Brady. He was looking at me. So we will have to work on that one later on as the hearing goes on.

I want to thank you also Senator Warren, my friend, for that kind introduction. I also want to acknowledge Senator Hassan, my neighbor and partner from New Hampshire. Senator Romney, whose administration I worked with when he was Governor of Massachusetts. I want to thank all the Members of this Committee for inviting me to speak today. I want to welcome the new Members of this Committee to your hearing today for the first time. And to the Members that I have had opportunities to talk to, I have enjoyed our conversations over the last couple of weeks and look forward to talking to all the Members of this Committee and getting to know you on a personal level. I want to thank President Biden and Vice President Harris for the honor of this nomination.

I share their commitment to the health and safety of the working people carrying our country through this pandemic, this very difficult time. I share their commitment to building back better with an economy that works for every single American worker. In many ways, that has been my life's work. As Senator Warren mentioned, my mother and father emigrated from Ireland in the 1950's. They both worked hard but our American dream did not take shape until my father had the opportunity to join the Laborers Union Local 223 in Boston. That union was my family's way into the middle class. It meant a fair wage so we could have security. It meant safety on the job site, so we didn't have to live in fear of accidents derailing our lives. It meant a pension so my parents could retire with dignity, and that meant health insurance.

At the age of seven years old I was diagnosed with Burkitt's Lymphoma, a form of cancer. It was every parent's worst nightmare, but with health care treatment and great treatment by doctors and nurses at Boston Children's Hospital and Dana Farber Cancer Institute and the prayers from nuns and priests on both sides of the Atlantic, I recovered. And I have had an amazing experience on my life's journey. As a young man, I followed my father into that union into construction. I saw firsthand the sacrifices that working men and women make for their families each and every day.

In my 20's, because of the same benefits that enabled my cancer treatment as a child, I went to treatment for alcoholism. I am a proud member of the recovery community today. Later on, as a full-time legislator, I went back to college, earned my degree from Boston College at the age of 42 years old. I share these personal details because they helped shape my understanding of struggling working people and families the problems they face each and every day, and they inform my deep beliefs in the work of the Department of Labor. Workers' protection, equal access to good jobs, the right to join a union, continuing education and job training, access to mental health and substance use treatment, these are not just policies to me, these are—I live them.

Millions of American families right now need them. I have spent my entire career, different levels fighting for them. As a state representative for 16 years, I worked on economic development and worker protections in collaboration with four Republican Governors

and one Democratic Governor. As general agent of the Metropolitan Building Trades Council, I worked with developers and contractors to secure good jobs and major investments. I also helped create a program called Building Pathways. It provides pre apprenticeship training for union careers for people of color and women so their families can join the middle class the way that my family did. I believe everyone, including veterans, LGBTQ Americans, immigrants, and people with disabilities must have full access to economic opportunities and fair treatment in the workplace.

For the past seven years, I have had the honor of serving as Mayor of my hometown, Boston, Massachusetts. We have proven that we can create a world class economy that works for working people. We secured a \$15.00 an hour minimum wage. We expanded workplace training. We created groundbreaking policies to close gender wage gap and increase racial equity. And businesses thrived as well. We attracted \$43 billion of investment. We grew the base of jobs as an American major city by nearly 20 percent. We managed public resources responsibly, earning a triple AAA bond rating for each of the seven-years for the first time that has ever been done in Boston's history. And when COVID struck, we were ready to meet the needs of working people. We were the first city in America to pause construction.

We worked with employers and labor on strong COVID product protocols. That allowed us to restock safely and build the homes and businesses and infrastructures of a strong recovery. Throughout my career, I have led by listening, collaborating and building partnerships. That is how, if confirmed, I will lead the Department of Labor. Right now, we are depending on workers, men and women to keep us going as they always have done, and we are always depending on them. I believe we must act with urgency to meet this moment with determination to empower our workforce and rebuild.

If confirmed, I pledge to lead this work in partnership with workers in businesses, states, cities and tribal territories, employees in every single agency of the Department of Labor, the Administration, Members of Congress from all parties, and Members of this Committee. Thank you, and I look forward to hearing your questions.

[The prepared statement of Mr. Walsh follows.]

PREPARED STATEMENT OF MARTIN J. WALSH

Thank you Madam Chair Murray and Ranking Member Burr. Thank you to all the Members of the Committee, for inviting me to speak today, and for our conversations in recent days.

I want to thank President Biden and Vice President Harris for the honor of this nomination. I share their commitment to the health and safety of the working people who are carrying our country through this pandemic. I share their commitment to build back better—with an economy that works for every single American worker.

In many ways, this has been my life's work. I want to start by telling you why the mission of the Department of Labor is so important to me. My father and mother emigrated from Ireland in the 1950's. They both worked hard but our American Dream did not take shape until my father joined the Laborers Union, Local 223 in Boston. The union was our way into the middle class. It meant a fair wage, so we could have a home, and give back to our community. It meant safety on the job, so we didn't have to live in fear of an accident derailing our lives. It meant a pension, so my parents could retire with dignity. And it meant health insurance.

At the age of seven, I was diagnosed with a form of cancer called Burkitt's Lymphoma. It was my parent's worst nightmare and every parent's worst nightmare. But with health insurance, with great treatment by doctors and nurses at Boston Children's Hospital and Dana Farber Cancer Institute, and the prayers of nuns and priests on both sides of the Atlantic; I recovered and I've had amazing experiences on my life's journey.

As a young man, I followed my father into construction and joined the same union that he joined when he came over from Ireland. I worked on job sites all over Boston and saw the sacrifices working men and women make for their families every single day. In my 20's, because of the same benefits that enabled my cancer treatment as a child, I was able to seek treatment for my alcoholism. I am a proud member of the recovery community. Later on, as a full-time legislator, I went back to school and earned my degree from Boston College at the age of 42.

I share these personal details, because they shape my understanding of the struggles working people and families face each and every day. And, they inform my deep belief in the work of the Department of Labor:

Protecting all workers: with fair pay, healthcare and unemployment benefits, safety in the workplace, and a secure retirement.

Ensuring equal access to good jobs—and the right to join a union and engage in collective bargaining.

Continuing education and job training.

Access to mental health and substance use treatment.

These are not just policies to me. I've lived them. Millions of American families right now need them. And I've spent my entire career fighting for them.

As a State Representative for 16 years, I fought for good jobs and the rights of working people. I worked in collaboration with one Democratic Governor and four Republican Governors including Senator Romney, whose Administration I worked with to reform public construction.

As General Agent for the Metro Boston Building Trades Council, I advocated for 35,000 union members. I worked with developers and contractors to secure good jobs and brought new housing, small businesses, and infrastructure to communities across Greater Boston. I also created a program called Building Pathways that provides pre-apprenticeship training and union careers for people of color and women so their families can join the middle class, the way my family did.

I am committed to making sure that everyone—including veterans, LGBTQ Americans, immigrants, and people with disabilities—gets full access to economic opportunity and fair treatment in the workplace.

For the last seven years, I have had the honor of serving as Mayor of my hometown, Boston. In that time, we proved that you can create a dynamic, competitive economy that works for working people. We secured a \$15 minimum wage, paid sick leave, and paid parental leave. We expanded workforce training—in partnership with businesses, community colleges, unions, and the U.S. Department of Labor. We created groundbreaking policies to close the gender wage gap, and increase racial equity. We invested in affordable housing, clean energy, and resilient infrastructure.

During my administration, business thrived, attracting \$43 billion of investment and creating 77 million square feet of new development.

We became a global leader in fields from robotics to athletic shoes. Small businesses grew in every neighborhood. And we expanded the job base of a major American city by nearly 20 percent.

We also showed that investing in working people is fiscally smart. As the City's chief executive, I lead a workforce of 18,000 employees, represented by 41 unions. We worked together as partners to put our pensions on track to be fully funded by 2024. And we earned AAA bond ratings for 7 consecutive years—which has never been done before in Boston.

When COVID struck, we were ready to meet the needs of working people. We were the first city to pause construction. We worked with employers and labor on strong COVID protocols that allowed us to restart with confidence.

Throughout my career, I've led by listening, collaborating, and building partnerships. That's how, if confirmed, I will lead the Department of Labor.

Right now, this work is critical to the future of our economy, our communities, and our families. We are depending on working men and women all across this country to keep us going—as they always have done. They are depending on us.

I believe we must act with urgency to meet this moment to strengthen and empower our workforce as we rebuild. If confirmed, I pledge to lead this work in partnership with workers and businesses; states, cities, and tribal territories; employees in every agency of the Department of Labor; the Administration and Members of Congress from all parties; and all the Members of this Committee.

Thank you, and I look forward to your questions.

The CHAIR. Thank you very much, Mayor Walsh. We will now begin a round of 5 minute questions. I would ask my colleagues to please keep track of the clock and stay within those 5 minutes. I am very happy to stay if anyone would like additional questions in a second round. So Mayor Walsh, I will begin. In my opening remarks, I noted the unprecedented challenges that workers face in today's economy. The economic impact of this pandemic has been especially severe for women and in particular women of color.

While we work to address the challenges posed by the pandemic to workers, we also need to address systemic issues that have been swept under the rug for far too long. And even before this pandemic, women were paid less than men for the same work and were more likely to struggle to find affordable childcare or be able to take time off to care for a sick family member. In the past few years, we saw the me too movement raise awareness of the harassment many workers face on the job because of their gender, race, sexual orientation, gender identity, disability or religion. I introduced the Be Heard in the Workplace Act to address harassment, including sexual assaults in the workplace, and I hope working with Members of this Committee on both sides of the aisle can make some progress on that issue.

Building an inclusive economy means taking into account the needs of all workers and removing barriers that hold too many people back. So, Mayor Walsh, as Secretary of Labor, I expect you would use the full authority at your disposal to respond to the impact the pandemic has had on women and workers of color and to deal with the longstanding barriers to create an equal opportunity in the workplace. Can you give us some examples of how you approach those issues during your time as Mayor in Boston?

Mr. WALSH. Thank you very much, Madam Chair Murray, for your comments and your question. I am proud of the work that we were able to accomplish in the city of Boston through our Office of Women's Advancement and also the newly created Office of Equity in the city of Boston. COVID-19 has really shown all of us in Boston, throughout this country, the shortfalls that we have in our American economy right now. One of the things that we did in the city of Boston previously to COVID was we saw that there was a pay equity gap that was growing in the city of Boston.

I worked with 200 of the largest employers in the city of Boston to give us data anonymously. That data allowed us to look at the numbers to inform us what we already knew, men were paid more than women. And when you look at women, white women were paid more than Black women and Latina women and we had an issue there. So we created a program which was called Salary Negotiation Workshops, where we helped over 20,000 women be able to negotiate their own salaries to increase their wages to be able to get more money into the economy, more money into their families, more money on the table, something that was really important

for us. And during this pandemic, one of the things you said in your opening statement and many of the meetings that I have had with Senators is the need for childcare, the need for getting women back into the economy.

The last month, the large majority of the folks that have lost their job are women. Many of those folks lost their job, quite honestly, because they didn't have adequate childcare. So we need to work collectively as a Federal Government to increase opportunities for women and people of color. We need to close economic gaps. We need to close racial gaps. And that is the work that I have been doing for the last seven years as Mayor of the city of Boston. And I look forward to working with people not just here in this community, but the entire administration, the Biden administration.

The one thing that I find that was really interesting in all of my conversations with the Senators, both Democrats and Republicans, each and every one of you spoke about the need for job training. Each and every one of you spoke about the need for preparing workers for the economy of the future. A big part of that economy of the future are women and people of color. So I find it will be one of my top priorities, if confirmed, when I get to the Department of Labor is to work with each and every one of you to make sure that every American worker gets the opportunity to be successful.

The CHAIR. Okay, thank you. And the mission of the Department of Labor is to "foster, promote, and develop the welfare of the wage earners, job seekers, and retirees in the United States, improving working conditions, advance opportunities for profitable employment and ensure worker related benefits and rights." Unfortunately, the previous administration's Department of Labor did the opposite and too often put profits over people.

I really think it is time to have a Department of Labor that gets back to his job on behalf of our workers, creating enforceable health and safety standards to protect workers from COVID-19 during this pandemic, protecting workers from wage theft, particularly during this economic crisis, closing the wage gap and more.

Mayor Walsh, if you are confirmed as Secretary, can workers rely upon you to make the Department of Labor a place that has their backs and enforces their rights to ensure that they are protected during this pandemic and beyond?

Mr. WALSH. The short answer is absolutely, and the second part of that is, if I didn't feel that I could make a difference and the President felt that I couldn't make a difference, I probably wouldn't be sitting here right now.

The CHAIR. Thank you very much, Mayor.

I will turn it over to Senator Burr for his round of questions.

Senator BURR. Thank you, Madam Chair. Mayor, the Department of Labor's office of Inspector found that between 2013 and 2016, OSHA did not establish or follow appropriate procedures for issuing guidance. And as a result, OSHA risked issuing guidance in violation of laws requiring public notice and comment that could impact the efficiency and effectiveness of the programs to protect the rights of workers.

The OIG recommended that the Department improve procedures and monitor compliance with procedures and trained officials and staff as necessary. In response to these findings, OSHA agreed in

2019 to take the steps necessary to ensure guidance follows the proper procedures. Will you commit to adhere to these recommendations made by the OIG?

Mr. WALSH. Thank you, Ranking Member Burr. That is an area that I want to work with you on. I find it very important, when we talk about OSHA and as I have been prepping for this interview today or this hearing today and as I have been talking to people, OSHA should not be an us versus them. OSHA is a part of an agency that should be there to protect workers on the job site. We have seen, and I have seen personally in the city of Boston, many instances where unsafe conditions have led to serious injury to workers, in some cases throughout this country, death. And I find that rather than have discussions on what should OSHA be doing and not be doing, we should be working with OSHA and working with the Administration and working with the Members of this Committee to talk about the importance of bringing OSHA back as an agency that is an agency that is there to help workers and help employers and not be put in the middle of both.

Senator BURR. One of your priorities as Mayor was to support free community college for graduates of Boston public schools. What role do community colleges play in the workforce system?

Mr. WALSH. Community colleges play, in my opinion, a very big role. And I think that not only—when we created our program in Boston in 2015, we were creating it off of a very prosperous building boom in the city of Boston. And we had additional revenue and we put money into making sure that we put young people in high schools on pathways to college and a career. In one of those pathways to college was through community college, couldn't afford to get into a big school, couldn't afford to pay. And we created opportunity for young people to get into community college to put them on a pathway.

I feel that we have a real opportunity right now in the 21st century and at this point with COVID is not just to have college credits, but also create workforce opportunities, training opportunities. And I think that we need to do more with colleges, community colleges all across America, to help train the workforce of the future. Not every young person is cut out to go to college. You are looking at somebody that once a year and a half of college after high school. I dropped out of college. I went into the trades.

I was fortunate enough to get back into college and eventually graduate. But at the time, I was not right for that. But creating opportunities through these pathways is really important, and I think community college can be a real asset to the American workforce and can be a real answer, quite honestly, to companies as well. When, as I said, we created community colleges in the city of Boston, businesses loved it because we are partnering some of our community colleges with different industries so they can train their workforce as well.

Senator BURR. Does that mean you believe that community colleges should be free for every American?

Mr. WALSH. If we could, I think it would be great. I think it is something that we should be planning for and trying to get to. I know that when we brought it into Boston, a lot of the Commonwealth of Massachusetts is looking at that now, trying to have free

community college through different pieces of legislation. I think if we can make community college free for kids in our systems, I think absolutely that is a goal we should be trying to do.

Senator BURR. If we Federally mandated free college, what would that do to city budgets like Boston and state budgets like Massachusetts?

Mr. WALSH. Well, I don't know if you Federally mandated. I think what you talk about is not everyone is cutoff for community college either, and I think we have to put more resources and revenue into job training programs, not just what we do here in the Federal Government, but also throughout cities and states across the country as well with employers. And I think that, again, there is no clear pathway for anyone.

Everyone has a different path in life. And not everyone is going to take advantage of a college or community college, and that is why I think it is important for us to really focus on job training programs and strengthening those job training programs to make sure that we have real outcomes, so when you send somebody to a workforce training program or community college, that there is an outcome there. We have to make sure that we are setting these young people, and people who go through them, up for some success. And that means a job, a job that gets them to the middle class.

Senator BURR. The 2019 report from the Government Accountability Office identified 43 Federally supported employment and training programs across 9 different agencies. This includes 19 programs at the Department of Labor. What do you believe is the role of the Department of Labor in coordinating training programs across the Federal Government?

Mr. WALSH. Well, after talking to a lot of the Senators the last couple of weeks, that is a lot. There has been—like I said, every single Senator has brought up some sort of job training program in their areas or in their territories that they represent. So I look forward to—one of the areas that I really have done a lot of work with job training in the city of Boston. And we also added another component to financial empowerment, where we help people understand how to build credit, how to pay their debt down.

There is a lot more—I know my time is up almost. There is a lot more to this conversation I would love to have with you. It is something that obviously I am passionate about. You can tell. And it really, it is an opportunity for us to really—when we think about the economy and the American worker, if we truly want to get people into the middle class, we have to help them get into middle class. And job training, community college, and many other programs that are out there are ways and pathways in. And that is what we have to continue to build those pathways into the middle class.

Senator BURR. Thank you, Mayor.

Mr. WALSH. Thank you.

Senator BURR. Thank you, Madam Chair.

The CHAIR. Thank you, Senator Burr.

We will turn to Senator Sanders.

Senator SANDERS. Thank you. Can you hear me, Madam Chair?

The CHAIR. Yes, yes, we can.

Senator SANDERS. Okay. Mr. Mayor, welcome. Congratulations on your excellent work in Boston. And let me begin by telling you what you already know, and that is that there are tens of millions of workers in this country who are working at starvation wages. The gap between the very, very rich and everybody else is growing wider. Half of our people are living paycheck to paycheck. You mentioned that in the city of Boston. You have a \$15.00 minimum wage. I gather and understand that in the Commonwealth of Massachusetts, you are moving toward a \$15.00 an hour minimum wage. How has that worked for the people in Boston, in Massachusetts? And is that a concept that you are sympathetic to?

Mr. WALSH. It is working. I think it is helping people be able to put a little more money in their pocket as a minimum wage. In the city of Boston we actually have something else called the living wage, which is higher than the minimum wage. And we work on city contracts to try and push that. When I think about the minimum wage on a Federal level, it has been 11 years since we have raised the minimum wage. The average family on a current minimum wage salary with the Federal Government is roughly \$15,000 a year. It is impossible to raise a family of one on that, never mind a family of two or three or four. So I definitely support raising the minimum wage. I know the President Biden has made that part of his economic plan as well.

Senator SANDERS. Good. You are a union guy and I think have a lifetime 100 percent pro union voting record. And I believe that if we are going to create a strong middle class in this country, we need to have a strong union movement. We need to make it impossible for employers to act illegally to prevent people from joining unions. Or can you tell us what you, as Secretary of Labor, will do to allow working people in this country to exercise their constitutional right to join unions?

Mr. WALSH. Well, I know that—thank you, Senator, for that question. I know that Madam Chair Murray mentioned today about the PRO Act that is going to be filed with her and Leader Schumer. That is one step toward helping union people to organize freely. I do believe in the right of organizing. I do believe in the right of people being able to join a union if they choose to join—if they want to join a union. So I certainly support that.

Senator SANDERS. Okay. In the midst of so many of our people struggling economically, it is no great secret as Senator Murray mentioned, that women and people of color are often struggling even harder. Do you have some specific ideas as to how we can make real progress in combating systemic racism and sexism and make sure that all of our people, regardless of their gender or the color of their skin, are able to advance economically?

Mr. WALSH. No, absolutely. I think, first and foremost, we have to have more conversations around the country. I don't think there is enough conversations going on. And I know that in the beginning of the COVID crisis in Boston, one of the things that we saw in health care was that people of color, particularly the Black community, was testing at a higher rate of positivity cases in COVID-19. We put together a health inequities task force. That health inequities task force led to having conversations around hospitalization and the ability for lack of access to hospitalization and care. That

task force state is still in existence today and still moving forward. We are working now through—across departments, whether it is our Office of Equity, our Office of Economic Development, the Boston Planning and Development Agency, about creating opportunities, whether it is in private development or it is in public development. It is about creating opportunities. And we have to close those gaps.

Our country, and I will speak for Boston, our country, but Boston, we are dealing with a system of systemic racism that we have to continue to address. It is not simply just being, throwing fancy words out there in policies, but it is actually doing the work, rolling up our sleeves. And in our city, I have worked with different organizations and we have a women's task force groups. We have all kinds of different organizations working with the NAACP, working with the Urban League, working with employers. I have seen it happen in Boston where we all get to the table and there really is very little disagreement at the table. The issue is how do we move agendas forward?

As I mentioned in my opening statement, I am a proud collaborator, and I don't like top-down pushing on something. I would rather have a conversation about having everyone understand the importance of the issue, whether that is pay equity, whether that is discrimination, whether that is workplace violence. How do we address those issues? So I look forward to working with you, Senator, and the entire Senate, quite honestly, in Congress. But Members of this Committee and how we can advance some of the concerns that I am going to hear today.

Senator SANDERS. Well, Mr. Mayor, thank you very much. I look forward to working with you as well. Thank you.

The CHAIR. Thank you very much, Senator Sanders.

We will go to Senator Marshall.

Senator MARSHALL. Alright. Madam Chair, again, thanks for having me, Ranking Member Burr. It is good to be back here again. And, Mayor, welcome. We will talk about minimum wage for just a second. Boston, Massachusetts. What is the last cup of coffee you paid for? What did it cost?

Mr. WALSH. Last cup of coffee paid for in Boston was probably at Doughboy Donuts, and I think it was \$1.75.

Senator MARSHALL. Well, that is a good deal. That is a good bargain. You believe in Kansas where I live, some of the gas stations will give you a cup of coffee if you fill your truck up with gas and, certainly calmly getting it for less than a dollar. As I look at cost of living. Median house in Boston, \$600,000. The median house in my hometown of Great Bend is \$83,000. The cost-of-living index in Boston is literally 2.2, a multiple of 2.2 from where I live. You have a minimum wage right now of \$12.00?

Mr. WALSH. At least \$12.70.

Senator MARSHALL. \$12.00. The minimum wage in Great Bend is \$7.25. So a \$7.00 an hour job in Great Bend would be like a \$16.00 job in Boston, Massachusetts. I guess, I am trying to get at is how can we have a nationwide minimum wage of \$15.00 which frankly would kill a lot of jobs in Kansas? So how—I mean, I am all for if you want \$15.00 an hour in Boston, knock your socks off. But in Kansas, that would be a pretty big wage—a job killing wage.

Mr. WALSH. Well, thank you, Senator. I think the issue around minimum wage is actually going to be debated on the Senate floor in the U.S. Congress floor. President Biden has stressed that he has support of a \$15.00 minimum wage, a Nation wage, national wage. I support him in that, a \$15.00 minimum wage. And I think that there is going to be many conversations from now until something passes the Senate and the House, around conversations about how that—if, in fact, it passes. How does that \$15.00 minimum wage gets instituted—implementing.

Senator MARSHALL. Thank you for that answer. I want to talk about, please, for a second. My father was a police officer for almost 30 years, and it is certainly an issue close to my heart and it is my understanding that you reallocated \$12 million from the Boston Police Department's overtime budget to, basically defund the police. I am very happy that President Biden during this campaign said that he was opposed to efforts to defund the police. And of course, I am very sensitive and proud of my police officers, including those among the unions across the country. As a supporter of unions, how do you reconcile your actions to defund the department with your responsibility to protect officers and keep them safe?

Mr. WALSH. Thank you. I love my Boston Police Department. And if you had a chance to talk to any of the members of my police department, they will tell you the support that I have shown them all along as my time as Mayor and prior to that being Mayor. That was not a defund movement. What we did there was we shifted \$12 million from the police budget into programs such as mental health counseling, trauma counseling to deal with the issues that we are dealing with in the city of Boston. In my Boston Police Department, officers have not lost 1 hour of overtime from the beginning of this budget cycle.

Senator MARSHALL. Okay. Let's talk just a second about right to work Kansas, is a right to work state since our constitutional amendment in 1975 and the President's administration proposed eliminating right to work laws in all 28 states that have them, some going back to decades. Do you believe it brings the country together to upend state constitutions? And do you believe that individual workers should have the right to decide whether they belong to a union?

Mr. WALSH. Yes, I believe—I think that we need to continue to strengthen the American worker here. My role, if confirmed, as Secretary of Labor would be to work to strengthen the American worker. I think the worker has every right to choose what they believe, and I always have believed that. I think that, people have different opinions of unions and different opinions of business and different opinions of corporation. And I see my role, quite honestly, as a Secretary of Labor as bringing different ideas and different thought processes together and try and come up with some common understandings and support.

Senator MARSHALL. Alright. Thank you, Mayor. I yield back.

Mr. WALSH. Thanks, Senator. Good luck on Sunday.

Senator MARSHALL. Thank you.

The CHAIR. Thank you very much, Senator Marshall.

We will turn to Senator Casey.

Senator CASEY. Thank you, Madam Chair. I really appreciate the opportunity to be with Mayor Walsh. I am grateful for your nomination. And I want to commend and salute your public service to the city of Boston, your work in the—as a state representative and your work as a union official. And we are grateful you are willing to do more public service for the Nation as Secretary of Labor. And I am grateful for your willingness to take on some tough issues. I wanted to try to get to maybe two or three issues. But first one I will start with is an issue that relates to people with disabilities in employment.

We know that in order to rebuild the economy and help millions of unemployed Americans return to not just employment but safe employment, it is critical that we make sure that workers with disabilities aren't left behind. Despite the passage of the Americans with Disabilities Act now 30 years ago, we have made—and also advances we have made in assistive technology, job coaching, and other support, good employment opportunities for people with disabilities remain far too limited. In 2020, only about 34 percent of people with disabilities between the ages of 16 and 64 were in the labor force, compared to about 76 percent of people without disabilities. So 34 percent versus 76. We can do a hell of a lot better than that.

I am concerned that as our economy recovers from the pandemic, people with disabilities will have a particularly difficult time finding work or returning to work, as they did in the aftermath of the Great Recession. So, Mayor Walsh, what are some of the steps you believe the Department of Labor can take to ensure that people with disabilities are not left behind by the recovery and the steps you can take to promote competitive, integrated employment opportunities?

Mr. WALSH. Thank you very much, Senator Casey. And I enjoyed our conversation the other day. And I look forward to talking to you more about a whole host of issues. I know the issue of disability is also very important to Senator Hassan. We have spent some time talking about that. I know that there is an Office of—the Office of Disability and Employment Policy at DOL. It is a small but mighty office. And I look forward to working to strengthen that office, as well as within my own office now currently as Mayor of the city, my Office of Disabilities, which we have been—I have been very engaged with to really create opportunities for people, not just job opportunities, but other opportunities that we need. We have a great program in Boston. It is called Work Incorporated. And Work Inc. is in Dorchester, and it is a job placement training program for people with disabilities.

One of the ways that I think that we can strengthen the opportunity for people is to get organizations like Work Inc. and give them the support that they need, whether it is the workforce development grants and training, but also continue to expand those opportunities. We also have to sit down, in my opinion, with employers to create opportunities for folks with disabilities at different job sites and opportunities. We have been able to do that in the city of Boston. And I think that we can take that model nationwide. I know that in your home state you have done it, up in New Hampshire, we have done it. In different places.

This is an area, one of the areas that I would like to spend a lot of time and attention on creating real pathways for folks with disabilities. People with disabilities should not be treated as second class citizens. People with disabilities should not be treated as if they are invisible. People with disabilities are human beings. There our brothers and sisters, and we need to treat them with the respect that they deserve.

Senator CASEY. Mayor, thanks very much. I wanted to talk finally about miner safety. In your opening remarks, you noted that one of the most important jobs in the Department is keeping workers safe on the job. The men and women working in America's mines rely upon MSHA, the Mine Safety and Health Administration, to enforce safety laws and regulations to keep them safe. We need an MSHA that is going to keep those workers safe. And also an MSHA that will strengthen the silica exposure standards to better protect those miners. My grandfather on my father's side, Alphonsus Lagory Casey, worked in the mines as a kid from 1905 to 1910. Later went on to become a lawyer in his early 30's. But like a lot of kids in Northeastern Pennsylvania, he was not given the protections of it as a child, nor were the adults working in the mines. We need to make sure MSHA is enforcing the rules. And I just want to get your thoughts on that as we wrap up.

Mr. WALSH. No, I mean, I agree with you 100 percent on the safety. We don't have, as I said to you on the phone the other day, we don't have any mines in the city of Boston. But what we have done is we have built tunnels and we have a lot of dangerous work in the city of Boston. And we need to make sure that when our workers, whether they are going to a mine or a tunnel or on a construction site or wherever they go, that they have all the protections that they need and deserve. And I certainly look forward to working with you more—a lot closer when it comes to mine safety.

Senator CASEY. Mayor, thanks. We look forward to your confirmation. Thank you, Madam Chair.

The CHAIR. Thank you, Senator Casey.

Senator Collins.

Senator COLLINS. Thank you very much. Welcome, Mayor. It is great to have a fellow New Englander nominated for this important post. I want to bring up an issue that affected us in the State of Maine, which is that we experienced widespread unemployment compensation fraud last spring as we were plussing up the payments for people who, through no fault of their own, were unemployed as a result of the pandemic. And what we saw were these criminal enterprises ruthlessly exploiting gaps in systems in states all over the country.

At the height of the pandemic, the State of Maine had to cancel more than 100,000 initial claims and weekly certifications that were determined to be fraudulent. And this obviously slows the system for Mainers who legitimately need the additional unemployment compensation to get by. Do you support Federal funding to help states upgrade their systems? Because part of the problems is, we have these legacy systems that simply cannot handle increased volumes that are slow to adjust for changing results and that cannot easily catch fraud.

Mr. WALSH. Thank you, Senator Collins, and thank you for our conversation the other day. I look forward to visiting your home state. Not only do I support the Federal Government helping, it is a necessary step. Unemployment insurance—first of all, the money that goes to unemployed workers is taxpayers' dollars. So we need to make sure that every single dollar gets to an unemployed worker because we are helping them. We have never seen a time in our history, country's history, like we are experiencing right now with the mass loss of jobs from the beginning of COVID in probably I would say mid-March through last week. The unemployment system needs to be brought into the 21st century as far as technology. I know that in my own home State of Massachusetts, we had, hundreds of thousands of workers unemployed overnight.

The city of Boston worked with the state, with my Governor, Governor Baker, to help them be able to process some claims. We were able to assist and train up some folks. But it is about technology. We are in the 21st century and some of these systems that our states are working on are antiquated. We need to change the system, not only change it in the sense of bringing the systems up, but we also have to make it easier for workers that are unemployed to access unemployment benefits and easier for workers that are unemployed when they go back to work to be able to let the states know that they are back to work. So I absolutely would look forward to working with you and this Committee, but the entire Congress to talk about how do we make those investments, as well as Ranking Member Burr mentioned in his opening statement about the need of commerce and labor at one point working together.

I commit to this Committee today, I commit to the President of the United States of America today that Commerce and Labor will work together. We will work hand in hand with each other as we move forward. One of the issues will be unemployment insurance. And there are many other issues that we are going to have. But I promise you, we are going to work together for the American worker and for the American economy.

Senator COLLINS. Thank you. And one of those things we discussed is the importance of the H2B program to the State of Maine. It helps to preserve Maine jobs because during our tourism season in an ordinary year, we will have four times the population of the entire state come to the great State of Maine. And our tourism industry is extremely seasonal. So it is not that the businesses aren't trying to find Maine workers, there is simply not enough. We had a great deal of difficulty in working with the previous administration on this issue, and I suspect it is an issue in the State of Alaska as well, and perhaps North Carolina too. And I just want to ask for a commitment from you to work with us to ensure that the H2B program has sufficient returning workers, foreign workers to meet the needs of our seasonal businesses.

Mr. WALSH. Thank you, Senator. And, that is an issue that we spoke about and Senator Murkowski as well when I spoke to her. Absolutely, you have my commitment to work with you on this issue. It will certainly bring smiles to the faces of people in Massachusetts just down 93, a little bit down Route three to Cape Cod. So I think they will be happy as well.

Senator COLLINS. Thank you.

The CHAIR. Thank you, Senator Collins.

We will turn to Senator Baldwin.

Senator BALDWIN. Thank you, Madam Chair. Thank you, Mr. Walsh, for joining us today and for your willingness to continue that service by leading the Department of Labor. I am looking forward to your swift confirmation and working with you to help address the many challenges facing our Nation's workers, families, and businesses. So, as we know, millions of essential health care workers, food service workers, grocery store workers and others have been on the front lines of this pandemic since it began. And it is about time, I think, that Washington steps up to put those workers health and safety first. Do you believe protecting worker health is central to protecting public health in general and combating the spread of this pandemic? And if so, how do you plan to lead the Department of Labor in this effort?

Mr. WALSH. Thank you, Senator. Let me just say that while I have this microphone for a moment, on a nationwide level, I thank all of our grocery store workers, our first responders, our ambulance drivers, our nurses, our custodians, the people on the front line. In the city of Boston when the pandemic hit us the hardest, those are the folks that went to work every single day. In the very beginning, if you remember, very little PPE. We were all going after it, fighting each other to try and get PPE in our states and our cities. And these folks went to work every single day and kept our economy moving forward. The Department of Labor, Secretary of Labor, if I don't protect those workers and we don't protect those workers, then I don't have a right to be sitting in that seat.

Those are my people. Those are the people that through snowstorms, through tragedies, through a pandemic, they are constantly there for us day in and day out. And we need to do everything we can to support those workers because they support us on a daily basis. So I look forward to continuing the conversation with you, Senator, but also really, doing some legislative stuff to support workers. But we don't need the legislation to support workers that take care of us every day. And again, I want to just personally thank all of those first responders, thank those grocery store workers, and all those folks who you have been working tirelessly, that if confirmed, you will have the Secretary of Labor that understands and cares and loves you and loves the work that you do every single day.

Senator BALDWIN. Well, I appreciate that. I have been calling on OSHA to implement an emergency temporary standard for months, and this is really long overdue. So I would urge you to make a swift decision and move forward on an enforceable safety standard immediately if that hasn't already begun to happen by the time you are confirmed. I want to sort of add on to the call for OSHA to issue an enforceable standard. Included in the Biden administration's January 21st Executive Order on Protecting Worker Health and Safety, President Biden asked Congress to pass legislation that strengthens and expands OSHA's authority as provisions in my COVID-19 every Worker Protection Act of 2021 would do.

We—I think that OSHA's emergency temporary standard, if and when issued, is extremely important, but it still won't reach all workers, which is why we do have to act legislatively. Why do you

think these expanded safety protections are needed, and how will workers be left unprotected if Congress fails to act?

Mr. WALSH. Yes. First and foremost, I also—just a side note for a second. President Biden also wants to increase the number of inspectors that OSHA. It is down over 500 over the last 4 years. And so if we increase standards and don't increase inspectors then we really don't protect the American worker. I find it really important that as we think about these standards, again, as I said in the earlier part of the conversation here, OSHA should not be looked at by business and saying, oh, my God, this is terrible. Let's not do that. This is about protecting their workforce, about protecting their companies, is about protecting their products. And I do think that I look forward to working with the Biden administration, and I look forward to working with the Department of Labor, and on a closer basis, when confirmed, to make sure that OSHA is one of the first top priorities that I will address and tackle, if confirmed.

Senator BALDWIN. Thank you.

The CHAIR. Thank you, Senator Baldwin.

Senator Cassidy.

Senator CASSIDY. Hi, Mayor Walsh. Thank you for being here. I enjoyed our conversation. And as I told you, I have a brother who lives in Randolph, so it is kind of nice to have a connection with my beloved brother. Senator Burr spoke to this. I would like to return to it. Quoting Jimmy Hoffa regarding the cancelation of the Keystone XL pipeline, "the Teamsters strongly oppose. This Executive Order doesn't just affect US Teamsters, it hurts our Canadian brothers and sisters as well. It reduces good paying union jobs that allow workers to provide a middle-class standard of living to their families." Now, I am trying to represent that perspective.

One picture I love, or loved—it was just so poignant—I don't know if love is the right word, in USA Today, of the guy in Arkansas standing in front of a partially completed home, had been told to lay off 11 of his workers, and kind of the story was how is he going to pay for his home? Do you agree or disagree with Mr. Hoffa as regards the impact of that Executive Order?

Mr. WALSH. Senator, thank you for your conversation. It was great to talk to you today and I look forward to continuing. Maybe actually when you come to Massachusetts, well I may be down here so we can—we will take you to dinner in Boston, at some point we will go back. I am a laborer. I am a member of Laborers Local 223, international union LIUNA. When that Executive Order was signed by President Biden, many of the workers on that job site were labor union members, laborers, same union book in my pocket that they have. But also in the American recovery plan, there is an opportunity that we have to build back better by creating hundreds of thousands of green jobs—

Senator CASSIDY. Mayor, if I can, because my time is limited, will those jobs be available tomorrow?

Mr. WALSH. They—again, the quicker we can get the American Recovery Plan Act—

Senator CASSIDY. But my point being, because I think you are talking past me. Because the Keystone XL jobs are going today, actually last week. The jobs you are describing are in the by and by, hopefully within a year or more likely longer than that. Mr. Hoffa

also said, aside 8,000 union workers losing their work, this impacted their ability to pay into their pension and their retirement. Is that a correct statement by Mr. Hoffa?

Mr. WALSH. Yes. Well, Mr. Hoffa, if you don't work in that industry, you do not get pension credit. You do not get health care credit. That is absolutely—

Senator CASSIDY. The Executive Order, and I grant that the Administration has high hopes that sometime from now, maybe even six months, probably more like one or two or three or four years, there will be jobs which will replace these on the ledger sheet, because the pipefitter may not get a job at making solar panels because that is a different set of training. The pipefitter may be 55, etcetera. The impact on that pipefitter, the guy in front of the half-completed house, will that be made up tomorrow by everything the Administration is planning on their American Recovery Act?

Mr. WALSH. The jobs that were lost during Keystone will be more than made up with the American Recovery Act.

Senator CASSIDY. For that individual worker?

Mr. WALSH. That pipefitter will be connecting steam. That pipefitter will have opportunities in that economy. That ironworker will have opportunities in that economy. That laborer, that operator, that Teamster, that carpenter, that plumber, all of those different trades and skills that people have in this country will have great opportunity in this new economy as we move forward.

Senator CASSIDY. Is there a sense of when the first of those jobs would come out knowing that the money is not even been appropriated yet and it is got to filter its way through the system and there has to be bids made and there has to be so on. I think it is reasonable to say it will be quite some time, but the guy has got a mortgage payment next month. And now, I will just make parenthetically, we don't ask you to comment on this. We had experts yesterday in the Energy committee, bipartisan experts, and what they said is we are going to continue to use oil and gas for decades around the world.

The United States uses the best, the highest environmental standards. If we don't produce it, another country will, which does not have our standards, which will increase global greenhouse gas emissions. Not only do the jobs, they migrate to another country, many making Russia's economy better, for example, but we increase global greenhouse gas emissions. I applaud the efforts to employ those tradesmen and women on other types of activity, but we are being disingenuous if we don't recognize the impact it has upon them right now. They face poverty because of an Executive Order that will increase global greenhouse gas emissions. With that, Mayor, I yield back, and I thank you for your testimony. And I thank you for offering yourself for service.

Mr. WALSH. Thank you, Senator.

The CHAIR. Thank you, Senator Cassidy.

We will go to Senator Murphy.

Senator MURPHY. Thank you, Madam Chair. Great to see you, Mayor. Thank you very much for the time this week and our conversation. I enjoyed it. I wanted to try to squeeze in two or three topics, if I can, in a short amount of time here. The first is the issue of mental health. CDC reported that during the pandemic

there has been a really substantial increase in emergency room visits for mental health and substance abuse, 24 percent for five to 11 year olds, for 12 to 17 year olds, 31 percent. This is particularly acute among children who are experiencing lots of traumas because of the COVID epidemic. Might seem like a strange topic to raise with the potential Secretary of Labor, except for the fact that Labor actually holds the enforcement powers with respect to mental health parity laws. Senator Cassidy and I actually passed legislation at the end of last year that gives the Department of Labor new powers to do audits of insurance companies to make sure that they are complying with the parity law.

Often what we find is that insurance companies put up all sorts of bureaucratic hurdles to reimbursement for mental health and substance abuse treatment that you don't find if you are going for an orthopedic visit or for a cancer treatment. And so I just want to ask you to make a commitment that you are going to implement these new authorities and you will work with us to make sure that the Department of Labor is an active participant in making sure that the parity laws that have been supported by Republicans and Democrats are working.

Mr. WALSH. Thank you, Senator. And one of the—when I was mentioned as a potential nominee for this job, I went online, and I was reading all the different areas of Department of Labor. I knew obviously a lot of the kind of the bread and butter of the Department of Labor. And when I got to the section that talked about mental health and substance use, it perked my attention to my personal story, but also for my time in the legislature, I was Mayor or whatever it was. There isn't a Member in this room today, not a person in this room today that a family member or a close friend or one person removed are dealing with the issue of mental health issue, mental health problems or substance use problems, whether that is drugs or alcohol. And it is something that, quite honestly, we need to do a lot more for. Yes, COVID has put a big spotlight on it. And we can see that mental health crisis are more and more every day and they are going—people are going more, using hospital access and treatment.

Substance use disorder. Obviously, it is no surprise that the disease of substance use is a disease of isolation. And we are in a period where we are telling people not to congregate and don't see each other. So I will do everything I can. And that is if—I don't really, personally don't mind if it bothers people. I am going to do everything I can to make sure we have parity for mental health and substance use disorder and that people have access to treatment because that is a game changer for people.

That is a game changer for families to have that type of treatment accessible and available and not have to go through all kinds of hoops. Because when somebody—you have a moment in time. When somebody has a mental health issue and they are willing to get help or somebody has a substance use disorder and they want to get help, you have a moment. You have a moment to make that happen. And you can't wait till next Tuesday or next Thursday of next week or next month because that opportunity is going to be gone. And there are other chances that you lose that person. So my

answer to you, my long answer to you—my short answer is, yes, I do. I will work with you.

Senator MURPHY. Great. And again, you will see that you have new authorities granted you by Congress that you can use. And I hope that you will be vigorous in using them. Let me ask one more question, and that is about the work the Department of Labor has done to help us buildup our workforce capacity in the defense industrial area. In Connecticut, we are really proud of something we call the Eastern Connecticut Manufacturing Pipeline Initiative. It has gained national recognition because it partners together Electric Boat, which makes our submarines in eastern Connecticut, with our community colleges and our workforce training programs in order to make sure that we are supplying Electric Boat in this case and their supply chain with the tens of thousands of workers that they are going to need as we dramatically scale up submarine production. This was made possible by a grant from the Department of Labor, but the Trump administration ceased making these kinds of grants to public, private partnerships. Can you—I know you have had experience in this area. I just wanted your commitment to take a look at that program and talk to us on both sides of the aisle about potentially restarting. It is really important to us in Connecticut.

Mr. WALSH. Yes, absolutely Senator.

Senator MURPHY. Great. Thank you very much. Thank you, Madam Chair.

The CHAIR. Thank you very much.

We will turn to Senator Murkowski.

Senator MURKOWSKI. Thank you, Madam Chair. And Mayor, it was good to talk with you the other day. Look forward to your visit to Alaska. You had expressed a great deal of enthusiasm about that. And we want to make sure that we show you the best. We have got some interesting jobs up North, as I mentioned to you. We have resources. We have oil, we have gas, we have minerals, we have trees, we have fish. What we don't have is manufacturing. We don't manufacture automobiles. We don't produce pharmaceuticals.

As we look to this transition, the incoming administration, the Biden administration has said we are going to be moving, making this transition to these clean energy jobs. And we are very proud of the way that we do produce our resources and try to do them with a limited environmental footprint, working as much as possible to make sure that we have reduced our emissions and that we are accessing these resources in a responsible way. But at the end of the day, whether you are the automobile manufacturer or the pharmaceutical or the company that is manufacturing the wind turbines here in America, we want all of that, we have got to get the resources from somewhere. And this is where States like Alaska have that advantage, because we have that natural bounty, and we are willing to be the producers so that we can provide for the rest of the country.

To follow on Senator Kennedy's, excuse me, Cassidy's comments about the impact of the Keystone pipeline and the decision made there and real jobs, real energy jobs lost now, I would ask that you look critically when you talk about the energy jobs that are lost, that we are also thinking about our critical minerals, the base re-

source that allows us to, again, have an opportunity here in this country to be somewhat independent. In the Energy Committee that Senator Cassidy referenced yesterday, one of the other statements that was made was that we, for a period of time, were energy vulnerable. We were importing our oil. We turned that corner. We are an exporter, but we are now showing greater vulnerability when it comes to our mineral resources.

The analogy that was made was we have gone from vulnerability from a liquid state to now a solid state, if you will. I raise this because when we think about those jobs around the country and how we transition to clean jobs, I think we need to remember that there will be certain parts of the country where you will need to continue to access these base resources. So what we want to be able to do is do that in a way that harnesses the strong technologies that allow us to do this with reduced emissions. But don't kill the jobs. Don't send those jobs overseas where the environmental practices are much less responsible, where the labor practices are clearly less responsible. There is not really a question there, Mayor, but I wanted to just reinforce what Senator Cassidy has raised, because I think this is one of the responsibilities that you will have if confirmed as Secretary, which I assume you will be, is ensuring that jobs across America continue and that they are good jobs that can sustain families and even in high-cost States like Alaska.

In our conversation, I also mentioned fish and the significance of that to our state's economy. I want to just reinforce what Senator Collins mentioned with the H2Bs, recognizing that we are going to need your help with ensuring that the systems are fair, that there is the ability to count on these workers. So if we need legislation to change the programs, we want to work with you to do just exactly that. I do ask, though, that in addition to looking longer term for the changes that will need to come, that you will help us with this upcoming season in ensuring that we have the ability to bring in these workers. Again, these are in areas that are as remote as you will ever find.

There is not a lot of entertainment after work. It is a pretty challenging environment. So we want to get you up to the states so that you can see firsthand these good resource jobs and jobs that Alaskans have come to rely on, and the country has come to rely on what we produce. Madam Chair, I am sorry there wasn't a question there, but I think the Mayor and I have had a good chance to talk, and this was my five minutes to just put it on the record with you. I look forward to hosting you.

Mr. WALSH. Thank you, Senator. I look forward to visiting your state.

Senator MURKOWSKI. Very good. Thank you.

The CHAIR. Alright. Thank you, Senator Murkowski.

We will turn to Senator Kaine.

Senator KAINE. Thank you, Madam Chair. Mr. Mayor, welcome. I have got a soft spot for Irish Catholic Mayors who grew up in pro union households. And I am very, very happy. And just I will say I am so glad that President Biden has asked somebody with a labor background to be in the cabinet. I, when I was Governor, put a labor guy in as a Cabinet Secretary and my legislature blocked him. First time that a legislature ever blocked any cabinet nomi-

nee. I was able to then put him in charge of the state's workforce programs, which wasn't confirmable by my legislature. But they seemed very worried that somebody from Labor would be sitting around the table. We have had so many people in my state and in this country, who had great business experience or Secretaries of Commerce or heads of the Small Business Administration, and that is exactly as it should be.

But we don't have a full picture, a full spectrum of views around the table if we don't have labor represented right there at the cabinet table. And so I am very, very happy that the President has nominated you. Senator Baldwin, talking about the idea of the OSHA temporary standard, and I don't want to belabor it, but I am proud that Virginia was the first state to adopt one. We adopted it in a special session last year. And I think it is working well. By all accounts, it was very responsive to the needs of people who are really worried about what, whether they could safely go to work in the early stages of this pandemic, whether there was a lot of information and also misinformation about what safety was and wasn't and giving clear guidance to employers and clear guidance to workers and clear guidance to customers has been a positive.

Should you be confirmed, I hope you will take a look at the standard that Virginia and now other states have followed, have done as potential guidance for what OSHA might do. You are a laborer. My dad ran a shop that was ironworker organized. We need a lot of workers who are trained in these fields. I think it is likely my view that President Biden might do an infrastructure bill. But you can't do big infrastructure investments if you don't have the people who are there to do the job. Surveys of our workforce suggest that workers in infrastructure industries are expected to retire at about 50 percent higher rate than the general workforce because of age and the challenges of the job.

I hope that you will work with me and with Secretary Cardona, who was before us yesterday and did a good job at his hearing, because I think these are kind of crosscutting issues. I hope you will work with the Committee. And I know you have talked with the Madam Chair about this on the community college side, to really focus on ways that we can build the workforce that will be needed if we are going to make a commitment to broadband everybody or make a commitment to the green energy economy. As we work toward passing infrastructure, just talk a little bit about what you see DOL's role in your role as Secretary and making sure that we are preparing folks to do those important jobs.

Mr. WALSH. Yes. First and foremost and I thank. I was looking—doing some research. And so what your state did at the beginning of the pandemic and save lives—quite honestly, the work that was done to save lives. I think that the work of the DOL, quite honestly, can do the same in many different areas. We can save lives when it comes to standards and working with OSHA. We can enhance opportunities when it comes to green jobs and technology. We can work with—we can enhance opportunities and deal with pay equity when it comes to women and people of color. There are lots of areas. We can expand mental health and substance use treatment.

There is lots of areas within the Department of Labor that is—we talked about of being pro worker, but it is pro economy. And, I was thinking about it last night as I was preparing for today, thinking about my role as the Secretary of Labor. And it went back to home base for me. I thought about my uncle and my father talking at the kitchen table on Sundays about fighting for the rights of workers, about making sure the jobs were there so people wouldn't be unemployed, making sure that they didn't have the benefit dances to support union brothers and sisters because their kids were sick, or somebody died. I thought about the employers I work with as the Mayor of the city of Boston that I want to build things, want to grow, want to attract, tech companies and sneaker companies and financial service companies in the city of Boston. That is not a competing—that is not competing with the American worker. That is enhancing the American worker. And, what you see is what you get. And there is an opportunity for us to really—I keep hearing stories about, the past administration and what they didn't do in the one before that, what they didn't do, what they didn't do. We have an opportunity, and I can't do a thing about the past.

All I can talk about is the future. All I can talk about is that, if confirmed, you and the American people are going to get 100 percent out of me each and every day. And the American people are made up of workers, of businesses, of industry. So I know I am a little off what you asked me, but to bring it back home is, yes, I am going to do everything I can as the head of the Department of Labor, if confirmed, to be able to advance workers' rights and to move our economy forward. When I see advance workers' rights, if it means being safe on the job site, it means being safe on the job site. Somebody had to come into this room today and set it up. And somebody had to come into this room yesterday after the hearing and clean it up. So we need to make sure we continue to make sure that we advance—if we advance the American worker, we are advancing the American economy.

Senator Kaine. Thank you, Mr. Mayor. Thank you, Mr. Chair—thanks, Madam Chair. Thanks, Madam Chair.

The CHAIR. I know who you meant. Thank you, Senator Kaine. We will turn to Senator Braun.

Senator Braun. Thank you, Madam Chair. First of all, really enjoyed our conversation a week ago. I think it may be exceeded a half an hour and it was so much we were talking about. I come from the world of small business. Was lucky over time that my 15-employee enterprise ended up turning into a national company. Three of my four kids, a great young executive team, run it. I would like to talk about where we were pre-COVID.

To me, it was the hottest economy that I have ever been a part of. The policies that were different from the prior administration, to me I think had a lot to do with it. And I will cite a few of them. We had finally started to move wages and I have been a proponent because I treat my employees like family, raising wages is as important as your return on equity. It is part of what almost all small businesses would have as the highest priority. Were we making progress? And I will say that it was happening through the private

sector in the marketplace. What was wrong with that? And why do we want to fix something if it is not broken?

Mr. WALSH. I enjoyed our conversation as well, and I look forward to having many more with you in. Your story of starting a small business is the American dream in a lot of ways. We have many small businesses in Boston. Some of those small businesses turn into big corporations, which is God bless them, and that is a good thing to see. I think that the economy—I mean, talking to my colleagues, U.S. Conference of Mayors, the Mayors around the country, we were doing really well in urban areas and not necessarily in rural areas of the country over the last 4 or 5, 10, 15 years.

I do think that there is an opportunity to continue to build back an economy. COVID just stopped everything in its tracks. We know that. I mean, I saw what it has done in the city of Boston to restaurants, small businesses, to the workforce, to everything. If we didn't have COVID, we wouldn't be talking about unemployment insurance. We wouldn't be talking about fraud. We wouldn't be talking about, the American rescue plan. We wouldn't be talking about all that stuff. We would be talking about how do we move our economy forward. We need to get back to that point. We need to get back. But we also need to think back.

President Biden talks about building back better. He is talking about that for all Americans across the board. So I agree with you, raising wages is important, and thank you for mentioning that, but I also think that we have to start making sure that it is every single city and town in the United States of America that benefits from a good economy, not just places like Boston, Massachusetts, or, Dallas, Texas or Chicago or wherever.

Senator BRAUN. I agree with that as well, because it is different across the country. Places that have higher costs of living generally have higher wages—places like Indiana, where I think it is a sweet spot in the United States with high incomes and low cost of living. I want to segway into this, and it is the minimum wage. Almost any small business, mine included, proud that we have one of the highest starting wages and the lowest unemployment county or one of them in Indiana, due to that extent, because they want to keep their employees, they want them to have a good living out of the business that the employees and the owners of small business are more interactive, than any other place in the economy, especially big corporations and their employees. So tipped wage income.

Among restaurants that have been most devastated, and I would differ a little bit that when you start getting bureaucratic about essential workers and not, in my downtown every small business was shut down and they could have practiced the distancing and wearing masks better than some of the places that were considered essential. Putting that aside, focusing on minimum wage, speaking to our restaurant association and an owner telling me how his tipped wage employees were making between \$15.00 and \$25.00 bucks an hour. By taking that away to the sector most devastated, you would then be putting them into almost a different paradigm if you push forward with a comprehensive minimum wage of \$15.00 bucks.

In this case, I think you need to look at it the way you reflect the differences between places and that you don't have a one size fits all, which maybe was the way we went wrong with handling the pandemic in the first place. We needed to treat it with respect. But it should have been maybe a little more careful on what we did bureaucratically. Tell me what you would do on that particular part with restaurants most devastated, taking away their tipped wage plan that actually exceeds the minimum wage in almost all places.

Mr. WALSH. Thank you. So two things. One is, I think President Biden has been very clear on the minimum wage as a whole. He would like to have bipartisan support to move a piece of legislation forward to support increasing the minimum wage. He has been clear on that and it has been reported in the news for the last several days. On the second part of your question, ironically, yesterday, I was talking to a restaurant owner in Boston who owns restaurants around the country. And this issue came up. And we talked about this particular issue because he is like, this is going to be—he is mad at me that I am potentially leaving as Mayor, but he is happy I am going to be here now because we started talking about the wage piece of it.

What I said to him was, we talked back and forth about his restaurant and the concerns I don't have with him, but the concerns around the country. And he said we have to do—we have to do a better job of talking to my colleagues around the country to treating their workers with respect so that this doesn't become an issue of the tip wage. What I am looking forward to is working with the Administration, working with you, Senator, and I will continue this conversation, we have 40 seconds left here, on this on how we move forward here.

If confirmed, I will be—if I don't get confirmed, before I get confirmed, I would love to talk to you more about this offline to see how we come up with some resolutions.

Senator BRAUN. Thank you. And representing small business as a Senator most recently of, out of the trenches, I want to work with you and listen to what small businesses do. I think they have got the same thing in mind that all of us want to do, raise wages and a good job.

Mr. WALSH. I love—I love my small businesses in Boston. I support them. We supported them throughout the pandemic. Going to continue to support them. So, thank you.

Senator BRAUN. Thank you.

The CHAIR. Thank you, Senator Braun.

We will turn to Senator Hassan.

Senator HASSAN. Well, thank you, Madam Chair Murray. And thank you, Ranking Member Burr. And thank you, Mr. Walsh, for being here today. I want to thank you and Lori for being willing to continue service because it takes everybody around you to make this possible, and we are really grateful. I also want to thank you for mentioning to Senator Casey the interest that you and I have talked about around workers with disabilities. And I just want to note how proud I am of the people of New Hampshire and the businesses of New Hampshire for being the first state in the country to outlaw the sub-minimum wage while I was Governor. And that

was really because business leaders stepped forward and said, we value these workers. They do great work. Why the heck don't they get the same wages as everybody else?

I look forward to continuing to work with you on that issue. I want to turn to an issue we have talked a lot about this morning which is how particularly in the wake of this pandemic we help workers who have lost their jobs get the skills that they need. And obviously, it is not just about post pandemic economics, it is about workforce training generally. And we have had a lot of discussion this morning about it. I just wanted to highlight that I have reintroduced the bipartisan Gateway to Careers Act, something we talked about when we spoke last week with Senators Young, Collins and Kaine.

That is one that would support opportunities for workers to earn as they learn, as well as provide important supports to workers who face barriers like transportation or childcare assistance. I am particularly interested as we think about this, and you have mentioned it a little bit, how the Department of Labor can support these kinds of programs working with the Department of Education, because I think there is a lot of crossover there so you can expand learning opportunities for workers who have lost their jobs.

Mr. WALSH. Thank you, Senator. And I look forward to working with you as they have in the past. And it is great to see you today. When it comes to job training, you have to work across agency lines, you have to work with Commerce. We need to work with Education. We need to work with higher education. Higher education, education, schools across America have the infrastructure to be able to help us really maximize the job training opportunities and the efforts that we invest in job training. In the city of Boston, I worked very closely with schools like Bunker Hill Community College, Roxbury Community College, MassBay Community College, and other community colleges on training and job training opportunities for young people who have worked on internships. In our high schools, we have a very robust summer job program in the city of Boston.

Obviously, this year is different because of COVID, but prior to that, about 11,000 young people were employed in the tech industry, in the financial service industries, in different industries in the city of Boston, which gives kids from the inner city the opportunity to get be exposed to a career they might otherwise never would have imagined. Having the opportunity here is exciting in the Department of Labor. Senator Murphy was talking about job training for specific industries, but there really is opportunities here. And having—those crossovers need to happen.

Job training is not a Republican or Democratic issue. It is not progressive or conservative issue. There are people all across the aisles, all over wherever they are, and they are struggling right now. And having the ability to make an immediate impact on their outcome or their family's outcome is really important. So I think that, working with the Senate, working with this Committee, first and foremost, because you cover it all, you cover the labor, you have the education, we have an opportunity here.

But I think that working in a fast manner once confirmed over at DOL I think that is something that would be important for me

and a priority that I would want to work with you and other folks on. And not forgetting, not forgetting the communities that are forgotten, the disability community, the recovery community and other communities.

Senator HASSAN. Well, thank you. And you just mentioned one of the other communities I wanted to talk to you about. We know we have to expand opportunities for workers who are in recovery from substance misuse, an issue that is huge in my state. I know it is huge in Massachusetts. And so for so many of our colleagues. We continue to grapple with the opioid epidemic, often leaving individuals in recovery, struggling to find their way back into the workforce. And I think there are employers who want to be helpful but maybe don't have the tools to do it. So what can we do to ensure that these workers receive the necessary supports to reenter the workforce and stay in recovery?

Mr. WALSH. I believe in second chances or I would not be sitting here as the nominee for Secretary of Labor. A lot of people that we talk when you talk about substance use disorder, alcoholism, drugs, mental health, many of those people made mistakes that are held against them for their entire life. We have to do something about that. I have worked with employers in the city of Boston that have been amazing, that have given people opportunities, second chances. People have proven that they are looking for and will work for a second chance. So I think the stigma around this as well has to be addressed and that we have to—don't have enough time to get deep into it but I think stigma is something that we have to address as well.

Senator HASSAN. I would agree with that wholeheartedly. I am over time so I will submit a question to the record perhaps about retirement issues. Obviously, we need to make sure our workforce can retire with dignity and we have got a lot of work to do there as well. Thank you, Madam Chair.

Mr. WALSH. Thank you, Senator.

The CHAIR. Thank you, Senator Hassan.

We will turn to Senator Scott.

Senator SCOTT. Thank you, Madam Chair. And Mayor Walsh, thank you for your willingness to serve. Without question, you and I both share the story of redemption, perhaps in different areas, but certainly I appreciate your remarkable story of miraculous recovery and the fact that you are very passionate about the country that you live in. And that being a Mayor, I spent 13 years in local Government, so I certainly appreciate the commitment that it takes and the tenacity that it takes to do what you have done. I thank you for doing it. I thank you for your willingness to serve in the Department of Labor as the Secretary. I know that you and I will find some common ground perhaps on workforce development.

There are other areas where we will have passionate disagreements. And you have already stated your support for the PRO Act and the Recovery Plan and those are two areas that we are going to have passion disagreements. I come from a state like 27 other states in this Nation that have right to work laws. After we became a right to work state in 1954, we have thousands upon thousands of employees who are members of unions. It is their right in South Carolina. We protect their right to unionize. What I am very con-

cerned about the Pro Act is overnight those 27 states lose their ability to be right to work states. That is devastating for the economic future of this Nation, devastating for those employees within those states, and frankly, a bad decision and a poor start for this Administration, especially when you think about the fact from 2001 to 2016, right to work states saw somewhere around 27 percent of growth of jobs in their states, and I believe it was somewhere near a 10-point increase in personal income in those same states during the same time period.

At the same time, we were able to drive unemployment down precipitously. So if you can have more jobs, making more money, with low unemployment, that sounds like a recipe for this Nation. Unfortunately, the PRO Act literally overnight squashes the dreams of millions of people living in those 27 states. I am a guy who believes that we can continue in the path of high-tech manufacturing. That is what South Carolina has become a champion of the of, five major tire companies all hold their homes in South Carolina. BMW, Volvo, Mercedes, Boeing, all call their homes in South Carolina. And that story is throughout the Nation. So when we think about stopping the right of states to be right to work, when we think about having contracts of forced workers to pay union dues just to get a job, when we think about undermining secret ballot elections and restoring the Browning-Ferris standard for employers that will cause the franchising sector \$33 billion a year, hundreds of thousands of jobs, the PRO Act is a place where you and I will have strong, passionate disagreements.

My ask of you is to make sure that with a 50, 50 Senate, nearly a 50 percent, 50 percent House, that you agree to talk with both sides before moving forward and undermining the rights of those states as well. I hope that you can—I would love if you change your mind on the PRO Act but I don't think you will. But I hope that you will come to both sides to have a conversation about how to move forward with something that will be devastating to states like my home State of South Carolina. Is that something that you can commit to?

Mr. WALSH. Absolutely, Senator. That is something I am proud to do. I am—I generally like to be a collaborator. I absolutely will not surprise you. I would love to keep those dialogs going. I have done that my whole entire career.

Senator SCOTT. I appreciate that, sir. And I know that you and I will, as we look at the Recovery Plan, perhaps not agree on the minimum wage either. But this is another example of bad policy, perhaps with good intention. Raising the minimum wage from where it is now to \$15.00 an hour will shutter, kill, destroy somewhere near 4 million jobs. CBO says upwards of 3.7 million jobs lost, and I think that translates into about \$9 billion of personal income vanishes, vanishes. So increasing the minimum wage actually destroys income and a net loss for America. I hope we have an opportunity to recalibrate that. And I heard your conversation on tipped wages. I will simply say I have been visiting restaurants in South Carolina and in D.C. One thing that servers and bartenders have in common, they hate the concept of losing their tips. Thank you, Madam Chair.

The CHAIR. Thank you very much, Senator Scott.

We will turn to Senator Smith.

Senator SMITH. Thank you, Madam Chair, and also thank you, Ranking Member, for this hearing. And Mayor Walsh, congratulations. And I want to thank you for your service and your willingness to take on this really important job. We had a great conversation and I appreciate shared stories from City Hall where I was chief of staff, and I joked that when you are Mayor, there is no job that is too big or too small for a Mayor to undertake. And also the best cliché is that potholes aren't political. And I think that is true, though, that most issues that you deal with in the Mayor's office aren't partisan.

I can hear in your answers today, in your responses to folks across the aisle, that sort of problem-solving spirit that I think Mayors tend to have, so I want to thank you. I also am really interested and so glad for your background, your family background. I mean, organized labor. I was 18. I joined the union so that I could go and work on the Trans-Alaska pipeline in order to help pay for college and I have seen first-hand, as I know that you have in your family, that the right to come together and organize collectively for better working conditions, better wages, for safer workplaces is a powerful, powerful thing. And it lifts everybody up. As my mentor in Minnesota, Paul Wellstone, says, it makes it possible so that when we all do better, we all do better.

With that spirit, I was thinking this weekend I visited the picket line of Teamsters Local 120 who were picketing outside of Marathon Oil, fighting as hard as they can for a safe workplace, not only for themselves, but also for the surrounding community and the families that live less than a football field away from that refinery, a place that has the potential to be just as dangerous as the Husky refinery that exploded in Wisconsin. So your job here to help make sure that we have safe workplaces feels so important to me and very, very tangible and in the moment. I want to ask you a little bit about that, Mayor Walsh.

We know that wage theft and unsafe working conditions continue to plague working people in this country, and that too often we don't treat wage theft the way we treat other kinds of theft, even though it steals money out of the pockets of working people every single day. And in 2013, this Committee, an investigation by this Committee discovered that over a five-year period, 42 workers were killed on the job because of violations of worker safety laws by companies with Federal contracts. And in that same period, 32 of the largest 100 wage theft penalties were assessed against Federal contractors.

I think as Federal leaders, we have a responsibility to address this. And I want to ask you, will you take steps to hold Federal contractors accountable for dangerous work sites, for stealing wages, or discrimination?

Mr. WALSH. Thank you very much, Senator. Let me just really quickly address what you said earlier. No worker in this country should have to take a go to a picket line, walk off the job or quit because of safety regulations. Inside there companies that should just not happen. And I think it is important that, because we talked about—many of the Senators today brought up OSHA and we had a little conversation about OSHA, Federal contracted em-

ployee, Federal contracts that we give out should follow the rules and regulations as well, whether it is paying fair wages, whether it is respecting the rights of workers, whether it is making sure that we have safe working conditions today due to COVID but tomorrow due to other situations.

Yes, I commit to working with you, but working with the Department more importantly to make sure that these contracts are properly carried out and workers' regulations are followed, and rules are followed, and safety is followed and pay equity followed, and everything that is important. Again, it is taxpayer money in these contracts. We need to spend them the best way we can spend them.

Senator SMITH. Well, I really appreciate that, Mayor. I couldn't agree with you more, and I look forward to working with you on that. I have a bill to help make clear that responsibility that we have. And I would love to work with you on that. I want to also—I just got a couple of minutes left. I want to mention to you that I look forward to working with you on the great challenges we have with multiemployer pensions. I think we spoke briefly about this when you and I spoke.

During my first weekend as Senator I traveled to Duluth to talk with the Teamsters again about their deep worries about losing their pensions. This is a worry not only for them, but for the businesses that they work for. They did everything right. They paid into their pensions only to find that now it might not be there for them. And I will never forget Vicki, who I met there, who said, Tina, I don't have a plan B if I lose my pension. So this is something that I really believe that we can work on together and I look forward to that.

I am just out of time, Madam Chair, but I want to also mention quickly that in Minnesota we need your help to make sure that high school students are eligible to access the pandemic unemployment insurance program. They have been saving money to help pay for their families. This is something that we can do, and I would love to work with you on that as well, Mayor Walsh.

Mr. WALSH. Thank you, Senator.

The CHAIR. Thank you, Senator Smith.

We will turn to Senator Tuberville.

Senator TUBERVILLE. Thank you, Madam Chair. Mayor, welcome. I have had several jobs in my lifetime and had to go through this as a coach, so I know what you are going through, but welcome. Most people have gone through all my questions. I just want to reiterate some things that you said and get kind of your response. Being in the education business for 40 years and have been around kids going to college and coming out of high school, as you said, a lot of these kids don't need to go to a four-year school. They don't need to go. They need to go get a job, but they need to go be trained for a job. And I have learned over my career that just saying that we are going to go to community college or going to a junior college doesn't work.

We are going to—we need to start in the high schools. We need to start them in vocational areas in the high schools. I know when I came through high school, I had vocation classes and I got interested in electricity and learned a lot about electricity over the

years. Of course, I went into coaching and did pretty well. But I just want to get your thoughts.

Being in education, of course, this is an education question, but I hope when you finish your tenure in this new job that people know your name. Know your name as somebody that really got people into a business or a field that they wanted to get into where they could raise a family and make money. And that is all part of life. And I just want to ask you, what do you think your goal is of really getting kids not just in community college, but in high school, involved in a real job, something to use their hands?

Mr. WALSH. No, thank you. Thank you for that. And thank you for your comment. You saw in your lived experience young people that played for you, that if they didn't have that desire for the game, they probably wouldn't be in college. We need to get that same type of desire in young people in the trades, like you mentioned, about electricity or whatever it may be. We need to do a lot better job, I think. I will speak for Boston because I have seen it. We need to do a lot better job around vocational training. We need to do a lot better job around creating pathways and opportunities for young people. People don't know what their passion is. When I was 17, I didn't really know what my passion was. I ended up going to work in labor because my father was a laborer. I went to labor with him.

My father wanted me to put a suit and tie on when I got older. So I agree with what you have lived, and you have seen as an opportunity. How do we translate that into the work that I have done into programs that we can put all across America into every high school and community college? I think that is what we need to. We have—there are millions and millions and millions of young people right now that if we don't take action soon, they are never going to get to the middle class. They are never going to have an opportunity because they won't have a chance to be helped and guidance on what they want to do.

How do I do that? I think we work collectively together across the aisle. I think we listen to ideas and share best practices. I think that we work with the Secretary of Education to talk about policies that can be put into play during the Department of Education. I think we talk to colleges across this country as well because they are interested in this as well. I think that we put together, maybe put together a task force to talk about how do we create people for the American 21st century recovery, kind of as President Biden talks about build back better.

Well, we build back better. Let's create something, build back better for high schoolers right now so that as we are building back better, they are part of the building.

Senator TUBERVILLE. Education is key to freedom. And we have got to get these kids away from these computers and PlayStation games and get them to use their hands and really understand they got to go to work for a living one of these days. And appreciate your comments on that. In Alabama, we are a right to work state. Next week, Amazon has got 6,000 people voting on a proposal to whether unionize or not unionize. And we have had several big manufacturing jobs in our state that has turned it down. What advice

would you give to them when they go to vote next week? What can a union do for them that hadn't done much in Alabama?

Mr. WALSH. I don't know if that is my place to be able to say that, but I think you vote your heart. You listen to both sides of the conversation. I think the key to the PRO Act is that you have the right to organize and everyone has the right to organize. Everyone should be able to, if they choose, to organize, they organize, and the union that they organize with will have the opportunity to go in and negotiate good salary, good wages, good benefits and working conditions, all that stuff. I think that, for the workers, I am not as familiar with what is going on in Alabama with Amazon, but I know that the workers, I know there has been a lot of interest in workers wanting to be covered by a union because they felt some of the disparities that they felt on the job site.

Senator TUBERVILLE. I would just hope that in this job, though, you wouldn't feel the need to put your hand on the scale at all to convince people to do whatever. But because we have been, we have had pretty good success with it. But Mayor, good luck to you. And again, I hope people know your name quite often in the next few years because this infrastructure bill that is coming down the pipe, we are going to need people to work. It is not going to happen with money. It is going to happen with workers. And you are going to be a big part of that. So thank you very much for your time. And thank you. Thank you, Madam Chair.

Mr. WALSH. Thank you, Senator.

The CHAIR. Thank you, Senator Tuberville.

We will turn to Senator Rosen.

Senator ROSEN. Thank you, Madam Chair, Ranking Member Burr. Appreciate the work here today. And Mayor Walsh, thank you for being with us, for all of your answers, for your commitment to serving your community and your Nation. I really appreciated the productive meeting that we had. I look forward to learning about your plans. We are going to support working families, revive our Nation's economy, create jobs, and, of course, train America's workforce, to everybody's point, because my State of Nevada, working families, like every state, they are the backbone of Nevada. Our strong labor unions are what made us a middle-class hospitality center. Entertainment, our stages, tourism, our tourism-based economy is all possible because of our labor unions.

This global pandemic has just devastated our workforce. It has led to record unemployment. I urge this Committee's swift nomination of Mayor Walsh to get to work. But COVID-19 has devastated communities across this country. It has strained the system that we use to deliver relief to struggling families. My home State of Nevada, we have seen one of the highest rates of unemployment. December last year, 1.5 million initial unemployment claims have been filed since the start of the pandemic. Our state unemployment agency went from processing 20,000 claims a week and each week in February 2020, to more than 300,000 by August. From 20,000 to 300,000. And so I am grateful to all of our agency employees who work nights and weekends to power through all of that to get the benefits out to Nevadans.

But I am frustrated that it took so long to get that financial support out. Our personnel had to use outdated technology and with-

out adequate Federal Government support. So, Mr. Walsh, how can the Department of Labor really support our state unemployment agencies for weathering this crisis? They are going to continue to weather this so they can get the workers the benefits they are entitled. How do we invest in technology upgrades to make this happen across all 50 states?

Mr. WALSH. Thank you very much, Senator. And the first way we do it is by working collaboratively together with the Senate and the Congress to think about where the commitment is to upgrading the technology system. I know that in Massachusetts we are one of, I believe there are 30 states that have upgraded the technology over the last decade for the UI system, but that system, again, probably needs upgrading again. When I became the Mayor of Boston in 2014, 2013—got elected, in 2014 became the Mayor. We started to invest in technology and IT. We started to invest on the capital side of IT. And, we made investments in our—with the police and fire, with their radio systems. We have made investments across the board. And really what we have to do is make further investments as a Government in technology.

UI is one of those areas that obviously there is a big spotlight on today and shows one of the glaring shortfalls, if you will, in technology for Government as a whole. But there are many other areas where there is a shortfall as well in technology for Government as a whole. I can't speak really articulately about the Federal Government yet because I am not here yet. But I am just making an assumption that with the Federal Government's IT system is no further along than states and cities all across this country. So I really think that we have to work collaboratively together to fix a system that needs upgrading. I know that this is a priority as well of the President and the Vice President and certainly of all the folks. We bring all these young people into work in Government, and when they get here, they kind of—they laugh at the way we are as far as technology is.

Maybe we should start listening to some of these young people around us to understand how do we advance our technology better. Ranking Member Burr is looking at me now shaking his head. So the two of us, we are kind of on the same page, I think right now.

Senator ROSEN. I want to keep on the same because I am actually a former computer programmer, systems analyst. So I kind of make a joke. I was an applications programmer. I wrote apps before they were called apps. But I am passionate about improving IT and our STEM workforce and our cyber workforce. There are good paying jobs. Right now they are available, more than half a million at least across this country. And of course, we see many cyber attacks that are crippling our schools and hospitals.

I know you have seen that the ransomware attacks, the Solar Winds attack. So again, working on this theme of IT and security, I was hoping that you would commit to really helping us build this technology workforce and cyber strength within our Department of Labor to protect all of that. And so I was hoping to commit to work on that with us as well.

Mr. WALSH. Absolutely, Senator. And that certainly will make our agency more efficient, be able to carry out work on behalf of workers more effectively. And for a moment there you and I spoke

the other day about technology. So certainly you have a better knowledge than I do on this and that a lot of people have on this. But I do think if we can become an agency that is more effective both on the ground level with OSHA requirements, but also with technology, it will only help and advance the American worker and the American industry.

Senator ROSEN. Well, I want to—just as I close, we are going to try to get those apprenticeships, internships, return-ships, all the things we talked about, to get people trained into these great really good paying jobs that will move us forward. So thank you. I have expired my time.

The CHAIR. Thank you, Senator Rosen.

We will turn to Senator Lujan.

Senator LUJAN. Thank you so much, Madam Chair Murray, and also Ranking Member Burr for holding this hearing today. And thank you Mayor Walsh for joining us today, sir. Congratulations on your nomination, and I look forward to working with you to increase wages and expand apprenticeships and technical training programs and strengthen worker protections. Mayor Walsh, my father, my late father was a union ironworker, my late grandfather a union carpenter, my brother is IBW.

As you may guess, I am a strong supporter of Davis Beacon protections, which provide workers with bare, family sustaining wages. However, I have heard some concerns that the inclusion of unnecessary laborers and craftsmen subcategories and the Department of Labor's vocational service undermines the ability to establish a fair wage. Mayor Walsh, if confirmed, will you commit to working with me to address these issues in the wage categories, take a look at them, and within the wage survey process?

Mr. WALSH. No, absolutely, Senator. I would love to work with you on that. To be honest, I don't have a lot of information on it right now. So it is an area that obviously right off the bat, if confirmed, love to get together sooner rather than later.

Senator LUJAN. Appreciate that Sir. What steps would you take to ensure robust enforcement of Davis Bacon?

Mr. WALSH [continuing]. I missed the last part of that question, sorry.

Senator LUJAN. What steps would you take to ensure robust enforcement of Davis Bacon?

Mr. WALSH. Yes, I think when it comes to Davis Bacon prevailing wage, we have to make sure that we are, again, go back to the statement I made earlier, these dollars that are in Davis Bacon or a prevailing wage, this is Federal money that we are paying to do contracting with. So we need to make sure if we have regulation that says the money is going to pay the worker and is going to, obviously do the project that they are being paid for, it is important that we enforce that.

Davis Bacon, I mean my father was a laborer and my brother is a laborer, my family are laborers. Many of the projects that they worked on over the years, some of those projects have been Davis Bacon, but there are parts of this country, I know there is some concerns about the Davis Bacon not being enforced. So I will do everything I can to make sure that Davis Bacon is enforced. But

also—it is also about protecting the American workers' money because it is taxpayers' money.

Senator LUJAN. I appreciate that, Mr. Mayor. And as you know and you just eloquently shared and the questions that we have had from other colleagues on the Committee, wage theft impacts workers across all industries and it especially impacts low wage workers. And I appreciate your background and that of your family, and that is why I have great faith that you are going to be a strong Secretary of Labor. And I know that you appreciate the importance of protecting the wages of working men and women. And I have really appreciated what I have learned about your work as Mayor, where you did take steps to ensure that the city contractors abided by a fair wage and hour laws. And that is something you will bring to the Department of Labor.

Mr. Mayor, one area that I wanted to raise that it matters to us in New Mexico is a program with the acronym EEOICPA. 75 years ago, Mr. Mayor, the Trinity Test site in New Mexico became ground zero for the detonation of the first atomic bomb. While this day demonstrated America's scientific leadership, it also marked the beginning of a history of illness and suffering that has spanned generations due to radiation exposure.

That is why I have been a proud champion and really appreciate the work of our Madam Chair, on these important programs. Senator Udall, who succeeded in the Senate and his father worked on an initiative called the Radiation Exposure Compensation Act amendments to recognize and to compensate all the downwinders and uranium miners for their participation in America's national security. These are folks, Mr. Mayor, that live in proximity to where that work and research took place, and they were downwind.

Some counties in some states in America receive protections, but others like New Mexico, where the bomb actually went off, were left out. But it is also why I have been a strong supporter of the Energy Employees Occupational Illness Compensation Program Act, which protects the interests of Federal energy researchers, workers, contractors who were injured, became ill on the job, and many due to radiation exposure. And that is why we lost my dad.

My dad got sick on the job because he didn't have those protections. And I committed to him and to my mom that I would do everything that I can to make sure other families don't have to go through what he experienced. If confirmed, Mr. Mayor, what will you do to strengthen the program's outreach efforts to learn about it and to ensure timely determinations of eligibility so that those who are made sick or died are compensated?

Mr. WALSH. Yes, Senator the first thing I said quickly on that is we have to put the safety protocols in place on the front end and not the back end. You know my father as well. When he passed away before he died, 25 percent of his lung was not working because of working on job sites, breathing in asbestos, and working with dirt and soot and everything else. So my commitment to you first and foremost is to put rules and regulations in place that actually protect the worker up front so that when they become parents and grandparents, that then they are not struggling. I will absolutely be willing, eager to sit down with you and talk to you about what enforcement we can do moving forward and how we can

help not just the current American worker, but the past worker as well.

Senator LUJAN. Madam Chair Murray, as I yield back my time, I also thank you for your leadership on this issue. It saves people's lives, as you know, and helps families. So just thank you, and appreciate your response, Mr. Mayor, and look forward to working with all of you. Thank you so much.

The CHAIR. Thank you, Senator Lujan. I look forward to working with you on that as well.

Senator Hickenlooper.

Senator HICKENLOOPER. Thank you, Madam Chair Murray. I appreciate being allowed to participate in this. Ranking Member Burr, appreciate your comments as well. Mayor Walsh, what a pleasure to get to meet you, even if it is only virtually at this moment. As you probably know, I am a small businessperson myself, but I am also a former Mayor and I am very eager to see you confirmed, and then you have to address that question that so many Mayors get asked, was being Mayor the greatest job you ever had in your life? I have two quick questions for you. I started out as a geologist and got laid off in the mid 80's and was out of work for a couple of years. And ended up opening one of the first brew pubs in the country that evolved a number of other ones. We had about 14. I told my wife that I had an empire. It was very, very small empire but an empire, nonetheless.

My older brother was an automobile mechanic most of his life. My sister was a schoolteacher her whole life. I have I think a sense of the needs of a small business and how so many of these professions depend upon education. But they also, especially small businesses, need to get support. And I think in many cases, almost not just encouragement, but have incentives line up properly so that they can compete with the larger companies. A lot—there is a lot of discussion around COVID with the DPA, Defense Production Act.

In that specifically, there are, there is language to really promote small businesses to participate when DPA is invoked and utilized. Are you looking at that? And do you have any ideas about how to make sure that small businesses get their share of those—of that work?

Mr. WALSH. Thank you, Senator . Or maybe I should call you Mr. Mayor, because when you are Mayor, you are always a Mayor so thank you for that question, Mayor. What we have done in the city of Boston during this time was in some places we did ease regulations. We eased regulations to have outdoor dining for restaurants. We worked with the city, through the city with some grant programs to buy PPE. We created a program in the city of Boston not too long ago to help small businesses with their rent.

We are working with them in different ways, and I think that as we think about moving forward here, people have different definitions of small businesses, but when I am talking about small business, I think what you are talking about small businesses is the businesses that are on our main streets right now all across America that are struggling. And so I certainly look forward to working with economic development, with you, with other folks on

how do we create opportunity so we can keep our small businesses alive.

Those small businesses employ lots and lots, millions and millions of Americans. And if we don't do something to continue to support our small businesses, I know in the American rescue plan, there is a component in that, but if we don't do something to support our small businesses or have those small businesses come back during this COVID time and after COVID, we are going to have bigger challenges in America to rebound our economy.

Senator HICKENLOOPER. Thank you. We agree on that. Also, as a former Mayor, we share the experience of working with turnaround, the issues of workforce, and recognize worker shortages, the ebb and flow of the workforce, and also the importance of supporting senior citizens and keeping them in their homes. And it seems like we could be addressing both of these issues at the same time, if we can help reduce workforce bias against seniors and help them find and stay in jobs that offer them meaningful work. So as workforce demands ebb and flow, do you have experiences as a Mayor or ideas about how to kind of address this problem, address bias and help get and keep seniors in the workforce?

Mr. WALSH. Yes, I think that one of the things we have to do, and I don't have all the Federal rules and regulations, but we have to look and see how do we create opportunities for seniors to be able to do programs that can get benefits. So, for example, in Boston, we have a program in the city of Boston where seniors can do volunteering and we give them some credit on their taxes. It doesn't impact their retirement. It doesn't impact their Social Security. They have small hours they can work. We should be looking at those opportunities. How can we enhance opportunities for seniors to make some money, even seniors that might be getting a very modest retirement or a very modest Social Security check?

Because one of the problems I see every day is that seniors have to make decisions whether to eat or pay prescription drugs. That is a real thing. That is not just something that the elected officials say. That is a real thing. I have seen it up front and personal in the city of Boston. So I would love to be, as the Department of Labor, workforce development, work with all of you to be creative on what we can do to allow opportunities for our seniors so that seniors that are sitting in their home, maybe watching this today, that are struggling, that aren't always talked about, we need to do more than talk about it. We need to take action.

Senator HICKENLOOPER. Well, thank you. We agree and I look forward to working with you on that. I think we are out of time. But I will look forward to, in future time, to discuss a partnership like Senator Tuberville mentioned, but also those apprenticeships to start high school really are not just with trade, but with every kind of job and profession. But that is a future discussion.

Mr. WALSH. Thank you, Senator.

The CHAIR. Thank you very much, Senator Hickenlooper. That does complete our first round of questions. So, Senator Burr, I will turn to you for any additional questions or comments before I do my final.

Senator BURR. Thank you, Madam Chair. I have just got a little housekeeping to do. Mayor, thank you for being here today. Thank

you for either answering or attempting to answer or promising to get back with Members on all their questions. I am sure when you leave here today, you are going to think, is it too late for me to back out. And to answer the question, it is too late. You are too far.

I am going to ask you six questions. The answer to each of them is yes, oversight is important function of Congress, and hopefully that can be done in a bipartisan way. But if not, I intend to exercise my oversight authority as Ranking Member of this Committee, just as Senator Murray did, as Ranking Member. Question one, would you commit to providing me and my staff with the information that I or other minority Members of the Committee request of the Department of Labor within the requested timeframe?

Mr. WALSH. Yes.

Senator BURR. Do you commit to providing me and my staff with the documents I or other minority Members of the Committee request from the Department of Labor within the timeline?

Mr. WALSH. Yes.

Senator BURR. Do you commit to providing me and my staff or other minority Members of the Committee with briefings requests from you and your staff within the requested timeline?

Mr. WALSH. Yes.

Senator BURR. Do you commit to providing the Department of Labor Inspector General and the General Accounting Office with any information, briefings, and documents they might request?

Mr. WALSH. Yes.

Senator BURR. Do you commit to testifying when called before a Congressional Committee?

Mr. WALSH. Absolutely. Any time.

Senator BURR. Mayor, thank you for being here. I look forward to the Madam Chair expediting your confirmation and look forward to supporting you.

Mr. WALSH. Thank you.

Senator BURR. Thank you, Madam Chair.

The CHAIR. Thank you very much, Senator. And I have a couple of additional questions and comments. Mayor, thank you again for all your willingness to be here today. Since the beginning of the pandemic, we have seen at staggering levels of unemployment, including 22 million jobs lost at the height of the pandemic. While some jobs have returned, there are still 9 million fewer individuals working today than there was a year ago. And those individuals are disproportionately workers of color, immigrants, and workers with a high school diploma or less. President Biden has pledged significant investments to restart the economy and create quality jobs for individuals who are still experiencing the unemployment and underemployment due the pandemic.

As we make investments in our key sectors, we have to also invest in workforce training programs that lead to quality credentials, and we need to eliminate barriers to make sure anyone who needs training opportunities to get them. So Mayor Walsh, with respect to job training and apprenticeships, what would be your priorities at the Department of Labor to support an inclusive recovery so all types of workers experiencing unemployment or underemployment have pathways to quality jobs?

Mr. WALSH. Thank you, Senator, Madam Chair. That question obviously, came up a few times today. I think it is really important that we begin to continue to invest in recovery in this country. President Biden's, his plan of building back better is going to take significant investments on the workforce development side of it. Many of those jobs that the American people had previous to COVID might not be coming back and we know that. We also have to look at how do we train older American workers that might have been out of the workforce for a while, but due to COVID have to come into the workforce or working in an industry that is growing. So that needs to be a priority of the Department as soon as, if confirmed, they get there. And I know they are working on it now, but really put a stronger emphasis on it now when I get there.

The CHAIR. Okay. Thank you. And I am also really deeply worried about the multi-employer pension crisis in this country. Nearly 1.5 million people rely on about 120 multiemployer pension plans that are in dire financial straits and expected to go bankrupt very soon. On top of that, the Pension Benefit Guaranty Corporation, which provides extra security for retirees when plans go bankrupt, is also projected to become insolvent by 2026.

If the PBGC fails, it will throw the financial security of millions of workers and retirees into jeopardy. If those funds fail, not only will millions of Americans face economic devastation, but it will also be catastrophic for the thousands of employers, particularly small businesses, who are trying to do right by their workers. So this is an urgent crisis that really needs a swift resolution. Mayor Walsh, I just wanted to ask you, will you commit to working with me to address that critical issue?

Mr. WALSH. Senator, I absolutely do commit to work with you. And this is one of the largest crises of the moment. And I feel that it is our obligation as a Government to protect workers and protect their futures. And by protecting their futures, meaning—means protecting their pensions, their hard earned dollars earned that they have worked for to get at the end of their work career.

The CHAIR. Thank you. And now, before we wrap up, I just wanted to take this opportunity to talk about another especially important issue, one that Mayor Walsh is very familiar with, organizing collective bargaining and the benefits of unionization. Union workers build the American middle class. Joining a union empowers workers to bargain for fair wages, better benefits and safe working conditions, all of which are workplace issues of critical importance during this COVID-19 pandemic.

Moreover, a union means workers are treated with the respect and dignity that they are often denied. For decades, unions have been under attack by corporate special interests, which put margins over people, profit margins over people, and the law that was meant to protect workers' rights, democracy, and workplace, the National Labor Relations Act is in desperate need of revision. The Protecting the Right to Organize Act, called the PRO Act, would ensure workers' fundamental rights are respected.

The PRO Act provides for fair union election procedures, meaningful remedies when employers break the law, and other updates to bring the NLRA into the 21st century. This law is critical for every worker, but especially for women and workers of color who

disproportionately have jobs with lower wages and fewer, if any, benefits. Passing the PRO Act is not just a labor issue, it is an equity issue.

Mayor Walsh, I know from your own experience, you truly know the full value of collective bargaining and what is meant to work or to have a union by his or her side. And I look forward to working with you in the Biden administration as true partners in protecting the right to organize.

Mr. WALSH. Thank you, Madam Chair Murray. I look forward to work with you on that as well, and Members of this Committee, and the entire House and Senate.

The CHAIR. Thank you. Thank you very much. We will end our hearing for today, and I appreciate the participation of the Members of this Committee. Mayor Walsh, thank you for answering all of our questions and sharing your experience and your insights with us. I look forward to working with you as we tackle the immense challenges facing our workers, our retirees, and our families across the country.

For any Senators who wish to ask additional questions of the nominee, questions for the record will be due by Friday, February 5th, at 5 p.m. The hearing record will remain open for 10 days for Members who wish to submit additional materials for the record. It is my intention to schedule a vote in Committee on Mayor Walsh's nomination as quickly as possible so we can move his nomination forward and he can begin the important work of leading the Department of Labor. This meeting is now adjourned.

ADDITIONAL MATERIAL



**American Federation
of Labor and
Congress of Industrial
Organizations**

815 16th St. NW
Washington, DC 20006
202-637-5000
aflcio.org

EXECUTIVE COUNCIL

RICHARD L. TRUMKA

PRESIDENT

ELIZABETH H. SHULER

SECRETARY-TREASURER

TEFERE A. GERBE

EXECUTIVE VICE PRESIDENT

Michael Sacco

Robert A. Scardiletti

Havok Schallbenger

Clyde Rivers

Cecil Roberts

Fred Redmond

Matthew Loeb

Randi Weingarten

Fredric V. Ricardo

Baldemar Velazquez

Bruce R. Smith

Lee A. Saunders

Terry O'Sullivan

Loretta Johnson

James Callahan

DeMaurice Smith

Sean McGarvey

D. Taylor

Kenneth Riggs

Stuart Appelbaum

Bhadravi Desai

Paul Rinaldi

Mark Diamondstein

Cindy Estrada

Sara Nelson

Marc Perrone

Eric Dean

Joseph Sellers Jr.

Christopher Shelton

Lonnice R. Stephenson

Richard Larnigan

Robert Martinez

Gabrielle Carteris

Mark McManus

Elissa McBride

John Samuelsen

George E. McCubbin III

Vonda McDaniel

Gwen Mills

Charles Wolkowach

Bonnie Castillo

Paul Shearon

Warren Farley

Ernest A. Logan

Capt. Joe DePete

James Slewin

Tom Conway

John Costa

Tim Discoli

Rory Gamble

Everett Kelley

Anthony Shelton

AFL-CIO

AMERICA'S UNIONS

February 10, 2021

The Honorable Patty Murray, Chairwoman
The Honorable Richard Burr, Ranking Member
U.S. Senate Committee on Health, Education, Labor & Pensions
Washington, D.C. 20510

Dear Chairwoman Murray and Ranking Member Burr:

On behalf of the 12.5 million members and 55 unions of the AFL-CIO, I strongly urge you to support the nomination of Mayor Marty Walsh to be the 29th U.S. secretary of labor. If confirmed, Mayor Walsh will be the first union member to serve as labor secretary in more than 40 years.

Walsh was elected mayor of Boston in 2013 after serving nearly two decades in the Massachusetts House of Representatives. He was a leader in the fight to raise the state minimum wage to \$15 an hour, while at the same time creating 135,000 new jobs. In the face of the COVID-19 public health crisis, he created the Boston Resiliency Fund, raising over \$30 million to help laid-off workers gain employment by delivering food to the most vulnerable families and cleaning community spaces that were being used to shelter the homeless. He also negotiated directly with local banks to stop evictions.

Marty Walsh's life is one of personal struggle and triumph on behalf of working people. He has fought racism and sexism all his life and, as mayor, worked with immigrants, communities of color and the working poor to make Boston a better city for everyone.

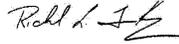
Most importantly, Mayor Walsh knows that collective bargaining is essential to building a stronger economy, combating inequality, beating back COVID-19 and expanding opportunities for women, immigrants and people of color. Mayor Walsh will have the confidence and support of the labor movement as we work together to create a stronger, fairer America.

From the Boston Building and Construction Trades Council to the Massachusetts State House to the Mayor's office, Marty Walsh has been a fighter who understands the power of working people standing together for a better life.

February 10, 2021

It will take an unprecedented effort from President Biden and the Labor Department to recover from the failed policies of the past four years, which have harmed working people and our families. We can't think of anyone who is better suited and better prepared to meet this challenge than Mayor Marty Walsh, and we urge you to vote for his confirmation.

Sincerely,

A handwritten signature in black ink, appearing to read "Richard L. Trumka". The signature is stylized and written in a cursive-like font.

Richard L. Trumka
President, AFL-CIO

Cc: Senate HELP Committee



The Hon. Patty Murray
Chair
Senate HELP Committee
428 Dirksen Senate Office Building
Washington, DC 20510

January 22, 2021

Dear Chair Murray:

Marty Walsh has been in training his whole life to be an impactful Secretary of Labor and that is why the American Federation of School Administrators (AFSA), AFL-CIO, and Boston Association of School Administrators (BASAS), AFSA Local 6, write to strongly endorse Mayor Marty Walsh to be the next US Secretary of Labor.

AFSA is the exclusive national labor union representing school principals, assistant principals, central office administrators and supervisors. We advocate for excellence and equity in all of our schools, workplaces and communities. As a labor organization, we fight for a wide variety of issues that impact the people who make America work every day.

AFSA and BASAS, our local affiliate in Boston, have had a long, extremely positive relationship with Mayor Walsh over the years, culminating in his decisive action last year to help end a three-year contract dispute between BASAS and the Boston School Board. His long background in labor, understanding of collective bargaining and insight on the needs of workers helped navigate the stand-off to a successful conclusion. From this experience, we know firsthand how qualified and right Mayor Walsh is to be the next of Secretary of Labor.

Mayor Walsh's fundamental belief is that good paying jobs are the foundation of the American Dream. Under his leadership, Boston has become a headquarters city to many industries, and a leader in the global economy. During the COVID-19 pandemic, Boston has led the way in protecting workers and citizens. Mayor Walsh partnered with community health centers and hospitals to increase access to testing in Boston, setting a standard for other cities to follow; and he created a \$30 million Boston Resiliency Fund to help laid-off workers find alternative employment and worked directly with the city's banks to stop evictions.

In our industry, he has championed public education as the Mayor of the first public school system in the country. He has made improving Boston's schools through the collaboration of students, families

and educators his top priority. The results of his efforts are clear: Boston Public Schools' graduation rate is at an all-time high.

Beyond our own positive experiences with him, Mayor Walsh's early history shows that he is just the kind of Labor Secretary this country needs right now. He will be the first card-carrying union member to occupy this post in 40 years. He understands well what it is like to work as a tradesman and lead union members: after becoming a member of Laborers Local 223 right after college, he rose through the ranks to become president of his local and then general agent/secretary treasurer of the Metropolitan Boston Building Trades Council.

Additionally, his actions during his time as a state legislator and more than 7-year tenure as Boston's mayor show that he continues to fight for the rights and causes of working people. Walsh led the charge to raise the state's minimum wage to \$15 per hour and has been a strong supporter of pay equity. On the latter, he convinced Boston companies to pledge to analyze payroll data and reduce wage gaps between men and women when they uncover them.

Finally, our endorsement for Mayor Walsh would not be complete if we did not recognize the fact that his personal struggle with addiction shows that he understands all too well the challenges with which America's workers, including educators, grapple. We salute him for striving every day to overcome alcoholism and know that his experiences will favorably inform his approach to running the Department of Labor and creating policies that help working men and women around the country.

Mayor Walsh's experience as a worker, labor leader and as the Mayor of Boston, make him an outstanding choice. AFSA and BASAS are honored to endorse Mayor Walsh as the next Secretary of Labor and urge that the Committee approve his nomination.

Sincerely,

Ernest Logan
President
American Federation of School Administrators

Dominic Sacchetti
President
Boston Association of School Administrators



February 4, 2021

United States Senate
Committee on Health, Education, Labor, and Pensions
428 Dirksen Senate Office Building
Washington, DC 20510

Dear Senator:

On behalf of the 1.7 million members of the American Federation of Teachers, I urge you to support the nomination of Mayor Marty J. Walsh to be secretary of labor.

Every person in America deserves the freedom to thrive, fueled by economic and educational opportunity and justice, fairness and a voice for all in our democracy. Secretary-designee Walsh, through his experience as a union representative, community leader and mayor, has dedicated his career to achieving this goal.

Walsh, the son of immigrants, as a lawmaker has fought for inclusive workforce policies that expand opportunities for all. As a union representative, he has fought for decent wages, healthcare and retirement security for workers. And as mayor, he has prioritized developing a well-trained and well-prepared workforce to build back better, whether it's infrastructure, manufacturing, public schools or other services.

Walsh's leadership is particularly needed not just to address the confluence of crises affecting our country—including COVID-19, economic insecurity, a reckoning with racism, and threats to our democracy—but also to create the conditions for opportunity and justice. Fundamental to this is an economy that works for all, the ability to form a union, and great career and technical education and apprenticeship programs.

With Marty Walsh heading up the Department of Labor, AFT members will have a real partner to achieve this agenda. While wealthy Americans have done extraordinarily well in the last two decades, too many workers have lived paycheck to paycheck, with COVID-19 making the divide even worse. Workers need a champion in Washington—and Walsh would be a crucial addition to an administration dedicated to fighting for the forgotten and rebuilding an enduring middle class.

Walsh will hit the ground running as a relentless worker advocate and ally, both inside the administration and in the public sphere. He will fight for dignity and respect for all workers, including for their right to unionize, for health and safety standards, to raise the minimum wage, and to ensure workers and their unions have an opportunity to thrive. And he will help reverse President Trump's four years of callous and craven attacks.

The American Federation of Teachers is a union of professionals that champions fairness; democracy; economic opportunity; and high-quality public education, healthcare and public services for our students, their families and our communities. We are committed to advancing these principles through community engagement, organizing, collective bargaining and political activism, and especially through the work our members do.

American Federation
of Teachers, AFL-CIO

AFT Teachers
AFT PSRP
AFT Higher Education
AFT Public Employees
AFT Nurses and Health
Professionals

555 New Jersey Ave. N.W.
Washington, DC 20001
202-479-4400
www.aft.org

Randi Weingarten
PRESIDENT

Fedrick C. Ingram
SECRETARY TREASURER

Evelyn Delesus
EXECUTIVE VICE PRESIDENT

VICE PRESIDENTS

J. Philippe Abraham
Shelby Y. Abrams
Frederick Albert
Elba L. Aponte Santos
Barbara Bowen
Vicky Rae Byrd
Zeph Capo
Donald Carlisto
Larry J. Carter, Jr.
Kathy A. Chavez
Donna M. Chiera
Melissa Cropper
Amanda Curtis
Jolene T. DiBrango
Gleniwa Dunham
Marietta A. English
Francis J. Flynn
Jeffery M. Freitas
Lisa Gourley
David Gray
Ron Gross
Anthony M. Harmon
David Hecker
Kaia Hernandez-Mats
Jan Hochadel
Jerry T. Jordan
Frederick E. Kowal
Stephanie Ly
Terrence Martin, Sr.
John McDonald
Daniel J. Montgomery
Michael Mulgrew
Andrew Pallotta
Danna Phillips, RN
Juan Ramirez
Jesse Sharkey
Andrew Spar
Denise Specht
Wayne Spence
Jessica J. Tang
Adam Urbanski
Debbie White, RN
Carl Williams



U.S. Senate/Nomination of Marty Walsh

The path to a better America runs through the labor movement, as the largest organized force for equality and justice. With Marty Walsh's confirmation, workers will have a trusted partner at the Department of Labor to get the job done.

I urge you to support his nomination.

Sincerely,

A handwritten signature in black ink, appearing to read "Randi Weingarten".

Randi Weingarten
President

RW : emc opeiu #2 afl-cio



- Lee Saunders
President
- Eliza McBride
Secretary/Treasurer
- Vice Presidents
- Jody Barr
New Britain, CT
- Denise Barlow
Albany, NY
- Mark Bernard
Barnes, PA
- Ron Briggs
Latham, NY
- Stacy Chamberlain
Farmers, OH
- Conita Derr
Albany, NY
- David DiClemente
North CA, NY
- Shannon S. Dowler
St. Cloud, MN
- Denise Duncan
San Diego, CA
- David R. Filman
Harrisburg, PA
- Craig A. Ford
Newark, NJ
- Henry A. Garrido
New York, NY
- R. Sean Grayson
Washington, OH
- Wicki Hall
Baltimore, PA
- J. David Henderson
Pittsfield, PA
- Johanna Puno Hesser
San Diego, CA
- Danny J. Homan
Des Moines, IA
- Kathryn Ljanger
Oakland, CA
- Roberta Lynch
Chicago, IL
- Christopher Mabe
Wesleyville, OH
- Glenard S. Middleton Sr.
Baltimore, MD
- Douglas Moore Jr.
San Diego, CA
- Michael Newman
Chicago, IL
- Debbie Parks
Harrisburg, PA
- Randy Perreira
Harrisburg, PA
- Steven Quirk Sr.
Harrisburg, PA
- Jose Ramirez
San Jose, CA
- Lawrence A. Roehrig
Lansing, MI
- Joseph P. Ruggia
Columbus, OH
- Alan F. Shanahan
Los Angeles, CA
- Fred Spink
Martinsburg, WV
- Mary E. Sullivan
Albany, NY
- Anthony Wells
New York, NY
- Mia Tsaramaki
Olympia, WA

January 29, 2021

Committee on Health, Education, Labor and Pensions
United States Senate
Washington, D.C. 20510

Dear Senator:

On behalf of the 1.4 million members of the American Federation of State, County and Municipal Employees (AFSCME), I urge you to support the nomination of Marty Walsh as Secretary of the U.S. Department of Labor.

Marty Walsh has a strong history throughout his career for standing up for working people. He joined the Laborers' International Union of North America as a young man and then led the Boston region Building and Construction Trades Council. If confirmed he will be the first union member to serve as Secretary of Labor in more than 40 years. He knows what it means to the economy and middle class of this country to have good benefits and safe working conditions and to be a union member. He understands workers' rights and protections, the importance of both public and private sector workers being able to organize and collectively bargain. He knows what it means to a family to be a union member and he will push for better wages, paid leave, and workplace safety and health standards. Walsh has demonstrated that he is a true leader and dedicated public servant. He was elected twice by the residents of Boston to serve as their Mayor in 2013 and again in 2017. During his time running one of the nation's largest cities, he pushed to increase the state's minimum wage to \$15 an hour and created 135,000 new jobs. He has also been forward looking on issues of racial justice, with a strong record of creating opportunity for working people of color, as well as for women, both at the Building Trades and at City Hall. Because of his experience Walsh will be instrumental in helping President Biden build back our country to where hard work is rewarded.

AFSCME appreciates the fact that he understands the contributions public service workers make to the strength and vitality of our communities. I urge you to vote to confirm Marty Walsh for this important position.

Sincerely,

Bailey K. Childers
Director of Federal Government Affairs

BKC:HB:cg



STEPHEN E. SANDHERR, Chief Executive Officer

February 3, 2021

The Honorable Patty Murray
Chairman
Committee on Health, Education, Labor and
Pensions
United States Senate
Washington, D.C. 20510

The Honorable Richard Burr
Ranking Member
Committee on Health, Education, Labor and
Pensions
United States Senate
Washington, DC 20510

RE: AGC Support for Confirmation of Marty Walsh as Secretary of the U.S. Department of Labor

Dear Chairman Murray and Ranking Member Burr:

On behalf of the Associated General Contractors of America (AGC), the leading association in the construction industry representing more than 27,000 firms, including America's leading general contractors and specialty-contracting firms, I write to express our support for the nomination of Mr. Marty Walsh to serve as Secretary of the U.S. Department of Labor (USDOL).

At a time when our nation is experiencing an unprecedented pandemic that has brought about much economic uncertainty, it is paramount that USDOL have a leader. We believe Mr. Walsh's experience as a mayor and in the construction industry will allow him to bring a unique perspective to the Department. Further, Walsh has a legacy of reasonably balancing the rights of employees and employers as well as that of encouraging job creation and economic growth.

As the 117th Congress gets underway, AGC is ready to work with the Biden Administration and Congress on legislation to create job opportunities and return the nation's infrastructure to world class status. The confirmation of Mr. Walsh is part of starting that process. Again, AGC urges you to favorably report out from your committee Mr. Walsh's nomination.

Thank you for your consideration.

Sincerely,

Stephen E. Sandherr
Chief Executive Officer



February 10, 2021

The Honorable Charles E. Schumer
Majority Leader
U.S. Senate
Washington, D.C. 20510

The Honorable Mitch McConnell
Minority Leader
U.S. Senate
Washington, D.C. 20510

The Honorable Patty Murray
Chairman, Senate Committee on
Health, Education, Labor and Pensions
U.S. Senate
Washington, D.C. 20510

The Honorable Richard Burr
Ranking Member, Senate Committee
on Health, Education, Labor and Pensions
U.S. Senate
Washington, D.C. 20510

Dear Majority Leader Schumer, Minority Leader McConnell, Chairman Murray, and Ranking Member Burr:

As a coalition of the nation's largest labor unions and environmental groups, collectively representing millions of members and supporters, the BlueGreen Alliance writes in full support of the nomination of the Honorable Martin J. Walsh to be the next Secretary of Labor.

This nomination comes at a critical time for our country. The COVID-19 pandemic has taken its toll and it's nowhere close to done. Months into the pandemic, workers continue to struggle to stay safe and healthy on the job. The actions of the last four years under the Trump administration have only served to promote the interests of corporate executives over working people. Workers deserve a representative at the Department of Labor that is going to fight for them, and one that recognizes that we don't have to choose between a good job and a clean environment – or between health and a strong economy. We can and must have both.

A comprehensive approach to tackling this pandemic and our economic crisis can be done in ways that will create and sustain good union jobs, strengthen our communities and economy, rebuild American manufacturing, and increase U.S. competitiveness all while tackling the underlying crises of climate change, economic inequality, and racial injustice. This approach must be centered and rooted in rebuilding worker power, and the BlueGreen Alliance is firm in

the belief that Martin Walsh can be the trusted leader at the Department of Labor to get the job done.

Boston Mayor Marty Walsh has demonstrated time and time again that he understands the critical intersection of good jobs and a clean and equitable economy. He comes from a union background and a union town, and has been a champion for the rights of working people throughout his career as a union leader and a Mayor. As Mayor, Walsh has shown that he not only makes ambitious commitments to his residents, he follows those up with meaningful policies that create jobs, strengthen equity, and address climate change. Under his leadership, the City of Boston has been voted a top city on the City Clean Energy Scorecard, and has already developed a framework for reaching carbon neutrality by 2050 that emphasizes expanding workforce development programs to ensure jobs in the clean economy are good-paying union jobs. **During his tenure, he established Boston's first Office of Workforce Development and Office of Financial Empowerment and convened a Minimum Wage Task Force to further the movement for a \$15/hour minimum wage.**

As the new administration builds on its pro-union, pro-worker agenda to Build Back Better, Marty Walsh will be an essential asset at the Department of Labor to move this agenda forward in a way that creates and sustains good jobs, lifts up communities and workers, and builds a more just, equitable and cleaner economy.

Mayor Walsh is the right person for this job, with support from both the labor and environmental communities. We urge you to swiftly confirm this nominee.

Sincerely,

American Federation of Teachers
BlueGreen Alliance
Environmental Defense Fund
International Union of Bricklayers and Allied Craftworkers
League of Conservation Voters
Natural Resources Defense Fund
National Wildlife Federation
Service Employees International Union
United Association of Plumbers and Pipefitters
United Steelworkers Union
Union of Concerned Scientists
Utility Workers Union of America

CHAMBER OF COMMERCE
OF THE
UNITED STATES OF AMERICA

SUZANNE P. CLARK
PRESIDENT

1615 H STREET, NW
WASHINGTON, DC 20062
SCLARK@USCHAMBER.COM

February 5, 2021

TO THE MEMBERS OF THE SENATE COMMITTEE ON HEALTH, EDUCATION, LABOR
AND PENSIONS:

The U.S. Chamber of Commerce supports the nomination of Boston Mayor Marty Walsh to be Secretary of the Department of Labor. Mayor Walsh has a reputation as a consensus builder and has displayed a willingness to work with a wide array of constituencies.

Before and during his tenure as Mayor, he launched the "Building Pathways" program and the "Learn & Earn" Career Development Internship, and has collaborated with the business community to promote high-quality commercial and real estate development. Building Pathways and Learn & Earn are both important programs that have helped Boston-area residents find well-paying jobs. Both also contribute to closing race-based opportunity gaps in education and employment, which comprise an essential part of the Chamber's "Equality of Opportunity" initiative. His cooperation with the business community and dedication to expanding employment and career opportunities uniquely qualifies Mayor Walsh to be Secretary of Labor.

There are several approaches we encourage Mayor Walsh to pursue in enforcing the laws that govern and define the obligations businesses have to their workers. These include protecting the flexibility to work as an independent contractor, limiting the application of "guidance" documents, pursuing balanced enforcement strategies that focus on resolving cases quickly so that employees receive their backpay and workplace hazards are abated, basing investigations and audits of federal contractors on actual complaints rather than hypothetical statistical modeling, and reducing administrative burdens that may discourage employers from offering or maintaining employee benefit plans.

The Chamber looks forward to working with Mayor Walsh as Secretary of Labor to advance our common interests in protecting employees while respecting the concerns of employers. We thank the Committee for scheduling the February 4 hearing, and encourage you to approve his nomination.

Sincerely,



Suzanne P. Clark



Girard R. Sargent
President, Massachusetts

28 State Street
Boston, MA 02109
Telephone: 617-994-7074
Girard.Sargent@citizensbank.com

February 2, 2021

The Honorable Patty Murray
United States Senator

The Honorable Richard Burr
United States Senator

Chair
Senate Committee on Health,
Education, Labor and Pensions
428 Senate Dirksen Office Building
Washington, DC 20510

Ranking Member
Senate Committee on Health,
Education, Labor and Pensions
428 Senate Dirksen Office Building
Washington, DC 20510

Dear Chair Murray and Ranking Member Burr:

Thank you for the opportunity to write on behalf of Mayor Marty Walsh as he undergoes his confirmation hearing for United States Secretary of Labor. Mayor Walsh and I have known each other for eight years in both a personal capacity and through my role as president for Citizens Bank in Massachusetts, one of the top employers in both the City of Boston and the Commonwealth. I can emphatically say that the President could not have chosen a more committed and compassionate individual to lead the Department of Labor during these challenging times.

Since he was first inaugurated, Mayor Walsh has proactively engaged with the Boston business community and even more so since the emergence of COVID-19. At the start of the pandemic, the Mayor took immediate action to keep the people of Boston safe, protect small businesses and ensure a quick economic recovery. He is a leader who seeks to better understand the issues the business community is facing and is not afraid to solicit feedback from the private sector while advocating for businesses both large and small. After the enactment of the CARES Act, the Mayor communicated frequently with financial services institutions to support the rollout of the Small Business Administration's Paycheck Protection Program ("PPP"). He and his staff engaged in direct dialogue with banks about which industries were hardest hit, what banks were hearing from their customers, the status of the PPP and other ways the City could help those in need.

Mayor Walsh has a long history of public service within the Commonwealth of Massachusetts and the City of Boston, where he has played a crucial leadership role in the City's continuing economic success and has been a champion for working people and their families; traits he will carry with him to the Department of Labor. He and his office have been tirelessly working to help individuals and businesses throughout the current crisis. Even before the pandemic, he has always taken the time to show up in the community, whether to listen to constituents or help a non-profit organization.

The Mayor has my whole-hearted support for confirmation as the nation's next Secretary of Labor, a sentiment sure to be echoed by the entire Boston business community.

If you have any questions, please do not hesitate to contact me at (617) 994-7074; you may also reach out to Ken Robinson, Head of Government Relations, at (401) 282-5934 or Kenneth.V.Robinson@CITIZENSBANK.com.

Regards,

A handwritten signature in black ink that reads "Girard R. Sargent". The signature is written in a cursive, flowing style.

**International Association of
Bridge, Structural, Ornamental and Reinforcing Iron
Workers**

ERIC M. DEAN
GENERAL PRESIDENT

RONALD J. PIKSA
GENERAL SECRETARY

KENNETH "BILL" DEAN
GENERAL TREASURER



Affiliated with AFL-CIO

LOWER LOBBY, ROOM 1
1750 NEW YORK AVE. N.W.
WASHINGTON, D. C. 20006
(202) 383-4800

February 2, 2021

The Honorable Patty Murray
Chairwoman
Senate HELP Committee
154 Russell Senate Office Building
Washington, DC 20510

The Honorable Richard Burr
Ranking Member
Senate HELP Committee
217 Russell Senate Office Building
Washington, DC 20510

Dear Chairwoman Murray and Ranking Member Burr:

The International Association of Bridge, Structural, Ornamental & Reinforcing Iron Workers (IW) supports President Biden's nomination of Mayor Marty Walsh for Secretary of Labor.

As a proud Laborers' Union member and former head of the Boston Building Trades Council, Mayor Walsh will bring a working families first approach to the Department of Labor. He has the necessary leadership qualities and skills to help the Department correct its course after being run by an anti-worker agenda for the past four years. Mayor Walsh has a deep understanding of the daily struggles working families go through and we believe this experience will be used to strengthen the Department of Labor's efforts to support and expand the middle class.

Mayor Walsh has proven that when working people stand together, anything can happen. As mayor of Boston, he led efforts to increase the minimum wage in Massachusetts while simultaneously working to create thousands of new jobs in the city. He sprang into action to help those affected by COVID-19 by creating the Boston Resiliency Fund to help laid-off workers, and he stood in solidarity with immigrants and refugees because he knows that everyone has the right to pursue his own American Dream. As mayor of a large and diverse metropolitan city, Mayor Walsh has shown that a rising tide lifts all ships. We are confident that he will bring this same tenacious spirit to the Department of Labor.

We hope you see fit to send Mayor Walsh to the Department of Labor and the IW looks forward to working with a Secretary who is on the side of working families again.

Sincerely,

A handwritten signature in cursive script that reads "Eric M. Dean".

GENERAL PRESIDENT



INTERNATIONAL ASSOCIATION OF
**Heat & Frost Insulators
& Allied Workers**

International Headquarters
Gregory T. Revard, General President
Douglas N. Gamble, General Secretary-Treasurer

9602 M.L. King Hwy
Lanham, MD 20706
Tel: 301-731-9101
Fax: 301-731-5058

Office of the General President

January 8, 2021

Insulators President Gregory T. Revard Statement on the Nomination of Boston Mayor Marty Walsh to Serve as U.S. Department of Labor Secretary

Insulators Union General President Gregory T. Revard released the following statement to congratulate Boston Mayor Marty Walsh on his nomination to serve as the U.S. Secretary of Labor in the Biden Administration:

"I commend President-elect Biden for his selection of Marty Walsh to serve as our next Labor Secretary. Mayor Walsh has the executive and leadership skills and the real world experiences as a building trades professional and trades unionist leader to be a strong advocate for American workers.

"As part of the Biden Administration's economic team, Marty Walsh understands what is required for our nation to Build Back Better. After four years of corporate and individual tax breaks to the most privileged, Mayor Walsh will help President Biden implement policies to promote economic justice and opportunities for everyone. As Department of Labor Secretary, Marty Walsh will come to work each day to fulfill President-elect Biden's vision that a job is more than just a paycheck; it's about your dignity.

"Far too many workers believe that the U.S. economy is rigged against them. With the selection of Mayor Walsh to serve as Labor Secretary, President-elect Biden has chosen a public servant who will be the needed champion of the American worker."

Aligned with
the AFL-CIO,
Building and
Construction
Trades
Department,
Metal Trades
Department
and Canadian
Labour Congress

GTR:tzh



INTERNATIONAL BROTHERHOOD OF TEAMSTERS

JAMES P. HOFFA
General President
25 Louisiana Avenue, NW
Washington, DC 20001



KEN HALL
General Secretary-Treasurer
202.624.6800
www.teamster.org

January 19, 2021

Via US Mail and Electronic Transmission

United States Senate
Committee on Health, Education, Labor, and Pensions
428 Dirksen Senate Office Building
Washington, DC 20510

Dear Senator:

The dual crises of a public health emergency and a generational economic depression demand immediate action from the incoming administration. In his nomination of Boston Mayor Marty Walsh to serve as the next Secretary of Labor, President-elect Biden has selected an accomplished and dedicated public servant who knows firsthand the common concerns held by working people all across this nation. Mayor Walsh understands the gravity of these times and will get to work immediately on behalf of working people.

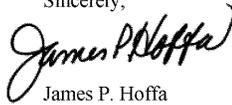
As a 25-year union member who served as the President of Laborers' Local 223 and later led the Boston Metropolitan District Building Trades Council, Mayor Walsh understands that unions and workers have come under assault in recent years. As the Mayor of Boston for the past 7 years, Walsh has fought tirelessly to rebuild the middle class, expand economic opportunity, and protect the health and safety of workers. He has worked with his partners in law enforcement in order to combat wage theft and has been a leader in the effort to adopt a statewide \$15/hour minimum wage in Massachusetts. Under his leadership, more than 100,000 new jobs have

United States Senate
Committee on Health Education, Labor, and Pensions
January 19, 2021

been created in the city of Boston.

At a time when millions have lost their employment and are struggling, working Americans deserve someone who will be in their corner while leading the charge for a fairer nation. The Teamsters urge the Committee on Health, Education, Labor, and Pensions to swiftly consider and favorably report on the nominee, and that the Senate quickly confirm Mayor Walsh as Secretary of Labor once President-elect Biden and Vice President-elect Kamala Harris are sworn in. Mayor Walsh has never forgotten his roots in the labor movement – union members and working people all across this country will have an unwavering ally fighting on their side in the next Secretary of Labor.

Sincerely,

A handwritten signature in black ink that reads "James P. Hoffa". The signature is written in a cursive, flowing style.

James P. Hoffa
General President

JPH/td



International Union Of Operating Engineers

AFFILIATED WITH THE AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS

FOR IMMEDIATE RELEASE
January 7, 2021

Contact
Jay Lederer
(202) 778-2626
jlederer@iuoe.org

IUOE Applauds Nomination of Mayor Marty Walsh to Head U.S. Department of Labor

WASHINGTON, DC — *The following statement was issued today by James T. Callahan, General President of the International Union of Operating Engineers, on the nomination of Mayor Marty Walsh for Secretary of Labor:*

“We are very pleased that President-elect Biden has wasted no time fulfilling his pledge to be the “strongest labor president” in history by choosing Boston Mayor Marty Walsh to lead the Department of Labor. In his prior governmental posts, Mayor Walsh has a proven himself to be a dedicated public servant known to be fair and open minded.

In addition, Marty Walsh knows what it takes to lace up a pair of work boots and earn a paycheck through toil and skill. These qualities are essential to lead an agency that is tasked with such things as protecting workers from wage theft to enforcing standards that keep them safe on the job.

The International Union of Operating Engineers has enjoyed a collaborative working relationship with Mayor Walsh on projects and policies benefiting the people of Boston. Now, we look forward to supporting his nomination as Secretary of Labor and to working with him to improve the working conditions of Operating Engineers and all workers throughout the United States.”

###

The International Union of Operating Engineers (IUOE) represents over 400,000 working people across the United States and Canada. Members of the IUOE are primarily operating engineers, who work as heavy equipment and crane operators, pipeliners, mechanics, and surveyors in the construction industry, and stationary engineers, who work in operations and maintenance in building and industrial complexes, as well as a number of job classifications in the petrochemical industry.



The Honorable Patty Murray
 Chairwoman
 HELP Committee
 U.S. Senate
 Washington, DC

The Honorable Richard Burr
 Ranking Member
 HELP Committee
 U.S. Senate
 Washington, DC

February 2, 2021

For over 35 years, JFF has worked at the intersection of education and workforce development, leveraging program and policy expertise to support education and skills development of U.S. students, jobseekers, and workers—especially low-income, underprepared, and historically underserved populations. We write to strongly support the nomination of Mayor Marty Walsh to be the next Secretary of Labor and urge the Committee to proceed with his confirmation.

As a Boston-based organization, we have witnessed Mayor Walsh's leadership on workforce development efforts in the city. He has a strong record of working closely with the Boston Private Industry Council to develop new strategies for helping low-wage workers and youth get the skills they need to advance. In addition to overseeing federal workforce development programming, the Mayor directed additional funding from Boston's commercial development fees to the Neighborhood Jobs Trust to help low-income Bostonians prepare for jobs in high-growth industry sectors. This year, in response to the COVID-19 crisis, he directed that these funds be used for emergency workforce supports and technical training for residents.

The Mayor has also worked to expand apprenticeship opportunities to help low-wage workers move into high-demand jobs where they can attain college-level credentials and family-supporting careers. He established the Office of Women's Advancement to tackle issues of economic mobility and equity for the women of Boston, and he worked to expand and upgrade Boston's highly esteemed youth employment and training programs with the goal of reducing inequalities among Boston's low-income youth.

Mayor Walsh will provide strong leadership at the Department of Labor, building on his impressive workforce development record to drive effective solutions as our nation deals with the economic impact of the COVID-19 pandemic. We hope that he will be confirmed as the next Secretary of Labor.

Thank you,

Maria Flynn
 President and CEO



February 3, 2021

The Honorable Patty Murray
United States Senator
Chair, Senate Committee on Health, Education, Labor and Pensions
428 Senate Dirksen Office Building
Washington, DC 20510

The Honorable Richard Burr
United States Senator
Ranking Member, Senate Committee on Health, Education, Labor and Pensions
428 Senate Dirksen Office Building
Washington, DC 20510

Dear Chairwoman Murray and Ranking Member Burr:

I am writing to strongly support the nomination of Mayor Martin J. Walsh to be Secretary of the U.S. Department of Labor. He is uniquely qualified for the position, and I encourage you to vote favorably to move his nomination forward.

John Hancock supports approximately 10 million Americans with a broad range of financial products, and the company has been headquartered in Boston for over 150 years. In my role as President & CEO, I have been fortunate to work closely with Mayor Walsh over the years. I have seen firsthand Mayor Walsh work to build consensus by bringing people and groups together, frequently through public-private partnerships, to resolve challenging issues in the City of Boston. In my experience, the Mayor recognizes the importance of working collaboratively across sectors to solve problems.

The last year has been extraordinarily difficult, but I commend the Mayor for his leadership in responding to COVID-19 by focusing on keeping residents safe, providing the most vulnerable with resources, and working to rebuild the economy. As part of the effort, he worked collaboratively with the business community to establish the Boston Resiliency Fund. John Hancock was among the early leadership donors, and I am proud the Fund has provided over \$30 million in direct support to help 250,000 households in less than a year. Separately, the Mayor created a small business fund that has distributed nearly \$10 million to more than 2,500 impacted businesses, the majority owned by people of color.

His response to this crisis is consistent with the way I have seen him operate as Mayor. He works with anyone who can help the City make progress, and John Hancock has been fortunate to partner with the Mayor and his team on several key civic initiatives. The Mayor has personally engaged in John Hancock's Dr. Martin Luther King, Jr. Scholars program, a longtime cross-sector collaboration with the City that has provided thousands of Boston teens with access to summer employment, leadership development, and digital financial capability training. He builds authentic connections with our talented young people, inspires them by sharing his personal story, and challenges them to be part of the change they want to see in our community. In addition, John Hancock is the longtime sponsor of the Boston Marathon. Mayor Walsh took office the year after the tragic bombing in 2013, and he worked tirelessly with race officials and local, state and federal stakeholders to ensure everyone's safety, while also celebrating the resiliency and generosity of the runners and volunteers. Two years after the

bombing, we joined Mayor Walsh on April 15th to mark the beginning of a new annual Boston tradition, One Boston Day, to inspire individuals to honor and remember the tragedy by sharing acts of kindness. And several years later, thanks to his vision and leadership, we were there to open Martin's Park, a beautiful playground that honors the life and legacy of Martin Richard.

Mayor Walsh has a track record of working in partnership with residents, with nonprofits, and with the business community to promote economic growth. Importantly, despite the pandemic, Boston earned a perfect triple-A bond rating for the seventh consecutive year in 2020, which continues to position the City for success. As a woman CEO leading a company committed to advancing its own diversity, equity and inclusion agenda, I am also grateful for the Mayor's leadership in forming the Boston Women's Workforce Council, a public-private partnership, and creating a new Chief of Equity cabinet position in the City.

For all these reasons and more, I am confident that Mayor Walsh, as Secretary of Labor, will work to ensure the everyone in the United States is in a position to thrive.

Thank you for reviewing this letter as you consider Mayor Walsh's nomination to fill this important cabinet position. I am available should you have any questions.

With respect and appreciation,



Marianne Harrison
President and CEO

LIUNA!

February 3, 2021



TERRY O'SULLIVAN
General President

ARMAND E. SABITONI
General Secretary-Treasurer

Vice Presidents:

TERRENCE M. HEALY

RAYMOND M. POCINO

JOSEPH S. MANCINELLI

ROCCO DAVIS
*Special Assistant to the
General President*

VINCENT R. MASINO

DENNIS L. MARTIRE

ROBERT E. RICHARDSON

RALPH E. COLE

JOHN F. PENN

OSCAR De LA TORRE

SERGIO RASCON

ROBERT F. ABBOTT

SAMUEL STATEN, JR.

PAUL V. HOGROJIAN

THEODORE T. GREEN
General Counsel

HEADQUARTERS:
905 16th Street, NW
Washington, DC
20006-1765
202-737-8320
Fax: 202-737-2754
www.liuna.org

The Honorable Patty Murray
Chair, Senate Committee on Health, Education, Labor, and Pensions
154 Russell Senate Office Building
United States Senate
Washington, D.C. 20510

The Honorable Richard Burr
Ranking Member, Senate Committee on Health, Education, Labor, and Pensions
217 Russell Senate Office Building
United States Senate
Washington, DC 20510

Dear Chair Murray and Ranking Member Burr:

On behalf of the 500,000 strong, proud and united men and women of the Laborers' International Union of North America (LIUNA), I am writing to enthusiastically support the confirmation of Boston Mayor Marty Walsh as United States Secretary of Labor. Mayor Walsh's background in the American Labor Movement, his strong and innovative leadership as Mayor of Boston, and his commitment to labor-management cooperation make him the ideal choice for this cabinet post.

Mayor Walsh is a straight-talking, straight-shooting, fair-minded leader whose word is his bond. Coming out of the building trades, Marty understands that labor and management are co-dependent, our members rely on our signatory contractors to create good jobs and economic opportunity, and our signatory contractors rely on our safe, well-trained members to perform quality work on time and on budget. Marty knows that labor and management cannot succeed without each other, and that true labor-management cooperation moves our country and our economy forward.

Marty Walsh is also a good person who gives back to the community. He is someone who knows, first hand, the struggle to overcome hardship and adversity. His very life is defined by perseverance and integrity. He is the real deal, a hard-working, hard charging, tough and tenacious leader who never forgets where he came from. Marty knows that cooperation can achieve more than confrontation.

Feel the Power

Marty Walsh
February 3, 2021

Finally, Marty is literally one of us; a second-generation member of LIUNA Local Union 223 in Boston, Massachusetts, and the former leader of the Building and Construction Trades Council of the Metropolitan District. Growing up in blue-collar Dorchester, Massachusetts, as the son of an immigrant Laborer, he saw the difference that the trade union movement made in people's lives. He knows that the path to success is paved with hard work, determination, and mutual respect between labor and management.

I am confident that, if confirmed, Marty Walsh will work with both labor and management to help workers in all sectors of the economy build better lives for themselves and their families.

With kind regards, I am

Sincerely yours,


TERRY O'SULLIVAN
General President

rj
opeiu2liuna



OFFICE OF THE CHANCELLOR

- CITY
- EAST
- HARBOR
- MISSION
- PIERCE
- SOUTHWEST
- TRADE-TECH
- VALLEY
- WEST

February 1, 2021

The Honorable Parry Murray
 Chair, Senate HELP Committee
 154 Russell Senate Office Building
 Washington, D.C. 20510

The Honorable Richard Burr
 Ranking Member
 Senate HELP Committee
 217 Russell Senate Office Bldg.
 Washington, D.C. 20510

Dear Chairwoman Murray and Ranking Member Burr:

On behalf of the Los Angeles Community College District (LACCD), we write to express our strong support for the nominations of Mayor Marty Walsh to serve as Secretary of Labor and Julie Su as Deputy Secretary of Labor. Given the Department of Labor's critical role helping to repair the economy from the pandemic's devastation while ensuring Americans can safely return to worksites, our nation cannot afford to have the position of Secretary and Deputy Secretary of Labor vacant. We urge you to approve these nominations expeditiously.

As mayor of Boston, Marty Walsh created job centers and Boston's first Office of Workforce Development where unemployed residents could find assistance with resume writing, job training, interviewing and networking. He also significantly expanded apprenticeship programs throughout Boston. His commitment to equity and opportunity for all Americans makes Mayor Walsh eminently qualified to serve as Secretary of Labor.

Julie Su's service as Secretary for the California Labor and Workforce Development Agency makes her an excellent choice for Deputy Secretary of Labor. She has spent decades fighting for low-wage and immigrant communities and her commitment to social justice makes her an ideal leader at the Department of Labor.

We applaud President Biden's selection of Boston Mayor Marty Walsh as Secretary of Labor and Julie Su as Deputy Secretary. We urge the committee to approve their nominations expeditiously.

Sincerely,

Francisco C. Rodriguez, Ph.D.
 Chancellor
 Los Angeles Community College District

Office (213) 891-2201
 Fax (213) 891-2304
 laccd.edu

770 Wilshire Blvd.
 Los Angeles, CA 90017



Metropolitan Fire Chiefs Association

3257 Beals Branch Road, Louisville, KY 40206. Tel: +1-502-727-0239
Email: Rsanders@NFPA.org Website: www.nfpa.org/metro

February 1, 2021

The Honorable Patty Murray
Chair
Committee on Health, Education,
Labor & Pensions
United States Senate
Washington, DC 20510

The Honorable Richard Burr
Ranking Member
Committee on Health, Education,
Labor & Pensions
United States Senate
Washington, DC 20510

Dear Chair Murray and Ranking Member Burr:

On behalf of the Metropolitan Fire Chiefs Association (Metro), representing the Fire Chiefs from the largest metropolitan fire departments in the United States, I would like to express our endorsement of Martin J. Walsh to be the U.S. Secretary of Labor. We believe that Mayor Walsh has the experience necessary to be a successful Secretary of Labor.

A two-term mayor of Boston, Mayor Walsh recognizes the needs of both communities and local fire departments. He has helped Boston become a leader in the innovation economy by upgrading the city's digital infrastructure. He has also focused on improving Boston's schools to make its graduates more competitive in the global workplace, and on initiatives to address housing needs for low-income workers. Mayor Walsh was also a leader in supporting efforts to strengthen the Boston Fire Department and its service to the community. Mayor Walsh's commitment to upgrade and modernize the Boston Fire department is well documented, from replacing all frontline apparatus, to building the first new firehouse in over 30 years. Further, as mayor he also made sure that all Boston firefighters had the best personal protective equipment, from two sets of turnout gear to the most up to date breathing apparatus. His commitment to the health and wellness of Boston's firefighters has been unwavering. He is a true leader!

The Metro Chiefs believe that Mayor Walsh has the leadership experience and knowledge base to be an excellent Secretary of Labor. We urge the committee to schedule his confirmation hearing soon and to vote for his confirmation.

Sincerely,

A handwritten signature in blue ink that reads "John A. Lane".

CHIEF JOHN A. LANE, BSC, MBA
President, Metro Fire Chiefs



500 District Ave. | Burlington, MA 01803-5085
781-262-6001
swalsh@mhalink.org

February 3, 2021

VIA ELECTRONIC MAIL

The Honorable Patty Murray
United States Senator
Chair, Senate Committee on Health, Education, Labor and Pensions
428 Senate Dirksen Office Building
Washington, DC 20510

The Honorable Richard Burr
United States Senator
Ranking Member, Senate Committee on Health, Education, Labor and Pensions
428 Senate Dirksen Office Building
Washington, DC 20510

Dear Senator Murray and Senator Burr,

It is my honor, on behalf of the hospitals in the Commonwealth of Massachusetts, to submit this letter in support of Mayor Martin J. Walsh as you consider his nomination for the United States Secretary of Labor.

Boston's hospitals serve as a pillar of the city. They are world-renowned for their patient care and groundbreaking research, and are also the city's largest employer. Throughout his tenure as Mayor, Marty Walsh has masterfully overseen this complex and highly competitive hospital infrastructure, while looking out for the over 60,000 people that its private institutions employ.

Mayor Walsh has played a strong but measured role in Boston's hospital community since the very first days of his administration. He has challenged these institutions to find ways to deliver care that is more accessible, more affordable, and even more innovative. But he has also been a clear partner in that challenge. He has held regular meetings with hospital leaders, taken the time to truly understand how the healthcare system works, and driven us into being a healthcare community that is more coordinated than ever. Mayor Walsh's accessibility, transparency, and focus have been of invaluable service to our hospitals and our patients.

Never was Mayor Walsh's leadership more apparent to our healthcare system than during the COVID-19 crisis. He has been a steady presence for Boston's hospitals at a time when they've faced an unprecedented level of uncertainty. Mayor Walsh has played a key role in fostering collaboration between typically competitive organizations, and has maintained regular communication with our leaders over the course of the crisis. As a result, our hospitals have never been overwhelmed. They have never closed their doors. And they have weathered financial circumstances that at times have threatened their ability to survive.

Through it all, Mayor Walsh has shown a deep and unique compassion for our patients and caregivers. His success in overseeing Boston's hospitals is directly related to how much he cares about those sitting in their beds and those walking their hallways. I am highly confident that he will bring the same leadership and commitment to the people of the United States if appointed.

Sincerely,

Steven M. Walsh
President & CEO
Massachusetts Health & Hospital Association



Jay Timmons
President and CEO

January 19, 2021

The Honorable Martin J. Walsh
Mayor of Boston
1 City Hall Square
Boston, MA 02201

Dear Mayor Walsh:

Congratulations on your nomination to serve in President-elect Biden's cabinet. Manufacturers look forward to working with you in your new role to support the manufacturing workforce. As our nation continues to battle the ongoing COVID-19 pandemic and begins administering vaccines, manufacturers' highest priority remains the health and safety of their teams, families and communities. Manufacturers are going above and beyond guidance from the Centers for Disease Control and Prevention and the Occupational Safety and Health Administration to provide workers with facilities free from hazards and safeguard their operations.

As the new administration examines the federal government's actions to protect workers, the National Association of Manufacturers believes it is important that the Department of Labor and OSHA provide employers with thorough and timely information on how COVID-19 spreads and what can be implemented at manufacturing facilities to safeguard employees. As more is learned about COVID-19 and its transmission, it is critical that the federal government continue to issue regular and updated guidance on employers' critical role in protecting employees in this ever-changing environment.

A collaborative approach between manufacturers and your department will best support worker health and safety during the pandemic. Sweeping standards that do not provide the opportunity for robust public comment could slow America's ability to manufacture vaccines, therapeutics, personal protective equipment and other essential supplies. Mandates that do not recognize the differences of workplaces may cause disruptions in the pandemic response and discourage innovation in workplace health and safety. Any new COVID-19 testing requirements placed on manufacturing operations could create larger access and supply challenges, potentially costing jobs and inflicting economic harm and uncertainty during the pandemic.

Manufacturers will always comply with health and safety requirements and go above and beyond to protect our teams' health and wellbeing. Since March, manufacturers have innovated and made significant changes to operations to keep each unique workplace safe, including providing paid leave, retooling production lines, installing life-saving equipment and training workers on proper defenses against COVID-19. The NAM has also launched public service announcements promoting face coverings and a "Creators Respond Commitment" that allows manufacturing workers to commit to safe practices. Our members are using both tools to promote responsible behaviors.

Because every manufacturing facility is unique, flexibility is key for individual companies and work sites to successfully implement health officials' recommended measures to reduce the

risk of spread. These investments come at significant costs but represent important ethical business decisions to protect workers and communities. With these actions in mind, manufacturers request assurances that any new safety rules take into account the rapidly changing dynamics of COVID-19 and allow for manufacturers' feedback and the continuous improvement of workplace health and safety measures based on the most current science.

The manufacturing industry will continue to lead America's recovery for the duration and after the pandemic, focusing our efforts on delivering the products households and first responders need while safely creating jobs and protecting our teams. Our industry is critical to ensuring economic prosperity now and in the future. The men and women of manufacturing are committed to working with you to ensure safe workplaces and bring about America's long-term renewal.

Sincerely,

A handwritten signature in black ink, appearing to read "Jay Timmons", written in a cursive style.

Jay Timmons

cc: Jeff Zients, Coordinator of the COVID-19 Response and Counselor to the President-elect



Rebecca Dixon
Executive Director

www.nelp.org

NELP National Office
90 Broad Street
Suite 1100
New York, NY 10004
212-285-3025

Washington, DC Office
1350 Connecticut Ave. NW
Suite 1050
Washington, DC 20036
202-640-6520

California Office
2030 Addison Street
Suite 420
Berkeley, CA 94704
510-982-5945

Washington State Office
300 Lenora Street #357
Seattle, WA 98121
206-324-4000

February 3, 2020

The Honorable Patty Murray, Chair
The Honorable Richard Burr, Ranking Member
Senate Committee on Health, Education, Labor and Pensions
Washington, DC 20510

Dear Chairwoman Murray and Ranking Member Burr:

On behalf of the National Employment Law Project (NELP), a non-profit law and policy organization with over 50 years of experience advocating for the employment and labor rights of our nation's workers, I write to register our support of the confirmation of Marty Walsh as the next Secretary of Labor.

As the country continues to undergo several challenges that affect the lives and livelihoods of our nation's workers including a pandemic, the rapid regression of our economy, and recovering from an Administration that worked tirelessly to protect corporate profits over working people, Mayor Walsh's experience working with the government on behalf of the labor movement and working communities makes him an outstanding candidate to lead the Department of Labor. Now is the time to restore the federal government's capacity to serve the public and to protect workers not just from exploitation by low-road employers, but also from the growing power of corporations and employers to impose their will on workers—whether it be in the form of low wages, unsafe working conditions, unpaid overtime, forced arbitration and class and collective action waivers, or misclassification of employees as independent contractors.

Mayor Walsh has built a career premised on the inherent dignity of each and every worker, and the knowledge that the economic security of each and every one of us are all bound together. His history as a union leader and mayor exemplifies his ability to advocate not only for, but in collaboration with workers. He also understands that immigrant workers and LGBTQ+ people deserve the same respect and rights due to all workers. In addition, he helped establish a successful program to encourage more women to join the skilled trades.

The Trump administration's failure to protect workers during the COVID-19 pandemic will require the Labor Secretary to implement safety standards while working closely with safety advocates and experts as well as workers, to implement and enforce polices that will prevent hazards on the job to keep workers and their families safe. Mr. Walsh has the exact expertise to immediately put these types of plans into action. He has worked closely with organizers, advocates, and working communities to protect workers from exposure to hazardous chemicals, and severe injuries in the workplace.



The Department of Labor must meet the needs of Black, Indigenous, and other workers of color including immigrants, with leadership that uplifts their voices and addresses their priorities. For far too long, these communities have been striving for better wages and benefits, safer workplaces, and equity at work. An economic recovery that is just and fair includes these workers being valued as experts, leaders, and partners of the Labor Department. NELP urges the committee to confirm Mr. Walsh swiftly to begin this partnership so that we can move toward an inclusive recovery for all.

Sincerely,

A handwritten signature in black ink, appearing to read 'Rebecca Dixon', with a horizontal line extending to the right.

Rebecca Dixon
Executive Director



1250 Connecticut Ave., NW
Suite 200
Washington DC, 20036
#202.223.8991
nationalskillscoalition.org

The Honorable Patty Murray
Chairwoman
Senate Committee on Health,
Education, Labor and Pensions
United States Senate
Washington, DC 20510

The Honorable Richard Burr
Ranking Member
Senate Committee on Health,
Education, Labor and Pensions
United States Senate
Washington, DC 20510

Dear Chairwoman Murray and Ranking Member Burr,

National Skills Coalition fights for a national commitment to inclusive, high-quality skills training so that more people have access to a better life, and more local businesses see sustained growth. We are writing to strongly support the nomination of Mayor Martin Walsh to be the next Secretary of Labor and urge the Committee to efficiently proceed with his confirmation.

The Department of Labor's strategy in the coming months will have a significant impact on the lives of workers and businesses across the country. NSC supports Mayor Walsh and his understanding that workforce policy must be part of working towards an inclusive economic recovery to the current crisis.

In a 2016 [report on career pathways](#) within Boston, the Mayor's introduction stated that finding a quality job, "was not easy without the right education, training and support services that allow people to learn while earning." Now, more than ever before, U.S. workers need leadership at the Department of Labor that can ensure all workers have access to skills and to supports to ensure their success in training.

Under his leadership the city advanced critical workforce priorities that ensured workers had access to training to fill jobs at the backbone of our economy:

Sector partnerships to drive industry-specific training and hiring strategies: Under Mayor Walsh's leadership in Boston, the City invested in industry partnerships to upskill residents for quality jobs, both before and during this pandemic. He created the City's first Office of Workforce Development and charged it with innovating new strategies to ensure workers had access to skills and good jobs.

Expanding apprenticeship opportunities for more workers: Prior to his administration, Mayor Walsh served as the head of the Building Trades unions and created Building Pathways, a groundbreaking program to get low-income women and people of color into good careers. And his team leveraged an additional \$13 million against a \$3 million U.S. Department of Labor grant to train hundreds of workers in apprenticeship programs for hospitality and construction jobs.

Ensuring more students could access high-quality job-ready education: Mayor Walsh also recognizes the key role community and technical colleges play in preparing workers for in-demand careers. His administration established the Tuition-Free Community College plan, which pays for up to three years of community college tuition and mandatory fees for income-eligible Boston Public School graduates.

Publicly funded job creation that includes training for those in need of a new career: The Walsh administration understand that job creation is only as effective as the workforce programs that prepare workers for those jobs. Under his leadership, the city launched City Academy, a few training pipeline for Boston residents in to quality jobs with the city or partnering agencies. The program included training for CDL/Hoisting and Emergency Medical Technician programs, preparing workers to enter jobs that paid over \$15/hour and provided opportunities for career growth.

Investing expanding the pipeline of workers with in-demand skills: Since 2014, Mayor Walsh directed commercial development fees to the Neighborhood Jobs Trust and Community Benefits, totaling \$10.86 million and serving over 3,000 low-income Boston residents through various job training programs in a number of high-growth sectors. On average, over 85% of program participants successfully completed the training programs and over 60% of them received a job with demonstrated career paths and an average wage of over \$16/hour.

Mayor Walsh would provide strong leadership in a time of economic crisis for workers and the companies for which they work. We look forward to his confirmation.

Sincerely,
Katie Spiker





1201 16th Street, NW | Washington, DC 20036 | Phone: (202) 833-4000

Rebecca S. Pringle
President

Princess R. Moss
Vice President

Noel Candelaria
Secretary-Treasurer

Kim A. Anderson
Executive Director

February 10, 2021

U.S. Senate
Washington, DC 20510

Dear Senator:

The 3.1 million members of the National Education Association teach and support students in public schools and on public college campuses, assisting them in realizing their potential and preparing them for careers. Our members also include public-service workers in other fields, many of whom have been on the front lines throughout the pandemic. We enthusiastically support President Biden's nominee for Secretary of Labor, Marty Walsh, and urge you to vote YES on his nomination. Votes on this issue may be included in NEA's Report Card for the 117th Congress.

The mission of the Labor Department is "to foster, promote, and develop the welfare of the wage earners, job seekers, and retirees of the United States; improve working conditions; advance opportunities for profitable employment, and assure work-related benefits and rights." Marty Walsh has made these goals his *personal* mission, whether as a labor leader, state legislator, or mayor of Boston. Given the toll COVID-19 has taken on our nation, we need the leadership of Marty Walsh—someone with a proven commitment to improving opportunities for those who have been hardest hit by the pandemic, particularly workers of color, women, and low-income workers—today more than ever.

As the head of the Building and Construction Trades Council from 2011 to 2013, Walsh created the Building Pathways program, now recognized as a model for increasing diversity in the workplace. As mayor, Walsh established Boston's first Office of Workforce Development and charged it with innovating new strategies to ensure workers had access to skills development opportunities, and other initiatives to prepare working people for good jobs, including City Academy, a training pipeline into jobs with the city or with partnering organizations.

In the aftermath of the pandemic, the Labor Department must develop policies that will contribute to economic growth and match working people's skills with available jobs. The department must also reinvigorate the Occupational Safety and Health Administration, which languished under the previous administration, to keep working people safe on the job. The department must protect sick leave for employees who have it and fight to extend leave provisions to those who do not. At the same time, the department must look ahead to what the jobs of the future will be, and what skills those jobs will require.

This is an ambitious agenda, but we are confident Marty Walsh has the skills and experience necessary for such a challenging time. We urge you to vote YES on his nomination as Secretary of Labor.

Sincerely,

A handwritten signature in black ink that reads "Marc Egan".

Marc Egan
Director of Government Relations
National Education Association

NABTU APPLAUDS NOMINATION OF MARTY WALSH AS U.S. SECRETARY OF LABOR

WASHINGTON, DC – Jan. 7, 2021 — Today, North America’s Building Trades Unions’ (NABTU) President Sean McGarvey released the following statement applauding the announcement of Boston Mayor Marty Walsh as President-elect Joe Biden’s intended nominee for U.S. Secretary of Labor:

“North America’s Building Trades Unions applaud Mayor Marty Walsh on being nominated to serve as U.S. Secretary of Labor. This son of immigrants started his career working as a laborer in all of the elements – blazing heat, freezing cold, rain and snow – coming home each night, having to get out of his work clothes outside so he didn’t drag mud through the house. Recognized from the start as a natural leader, Walsh was asked by his coworkers to speak on their behalf. Always civically engaged, he was recognized by his community and asked to speak on their behalf as a state legislator. Recognized as a strong and objective leader by the trade union movement, he was asked to speak for them as head of the building trades in Boston.

“In these roles, Mayor Walsh always looked to level the playing field for all communities, especially communities of color, women, immigrants, veterans, and the formerly incarcerated. He tilled the soil so they could have their shot at the middle class through training and skillsets taught in apprenticeship readiness programs that he developed and on to Registered Apprenticeship. The residents of Boston recognized this exceptional leadership; they wanted him to speak for them, and he has, as two-time elected and current mayor. Now, recognized by President-elect Biden as a talented, smart, tough advocate for the American dream for **all** – always pulling people up, never tearing them down – Mayor Walsh will continue creating pathways and ladders of opportunity for anyone that wants a chance to succeed in America’s workforce.

“Mayor Walsh is the exact right choice for Labor Secretary at this time in our country’s history. We are confident that Mayor Walsh will continue creating pathways of opportunities for anyone that wants a chance to succeed in America’s workforce. He is also keenly aware of the perils of health and safety facing workers in this country. He will make sure that America’s workers get the proper training and that America’s employers, in partnership, follow the rules so that workers arrive home after work in the same condition as they headed off to work in the morning.

“There is no better decision for U.S. Labor Secretary that President-elect Biden could have made than somebody who has been there, done it, with unquestioned leadership, accessibility, and vast executive experience. America’s employers will be well served with

Mayor Walsh as Labor Secretary, and all of America's workers – black, white, brown, women, men, gay, straight, and transgender – will recognize that, for the first time in decades and decades, the U.S. Labor Secretary will speak for them at the worksite, in the halls of Congress, in the c-suites, at the Roosevelt room in the White House and in the Oval Office when the President convenes the Cabinet.

“Our heartiest congratulations to Mayor Walsh on his nomination and to the American workforce for their voice, their spokesperson, their advocate, and their Labor Secretary.”

###

1501 Lee Hwy – Suite 202 – Arlington, VA 22209



703.524.3336 – Fax 703.524.3364 – www.tauc.org

February 3, 2021

Senator Patty Murray
Chair, Committee on Health, Education,
Labor, and Pensions
428 Senate Dirksen Office Building
Washington, DC 20510

Senator Richard Burr
Ranking Member, Committee on Health,
Education, Labor, and Pensions
428 Senate Dirksen Office Building
Washington, DC 20510

Dear Senator Murray and Senator Burr,

The Association of Union Constructors (TAUC) would like to express our strong support for the confirmation of Mayor Martin Walsh to serve U.S. Secretary of Labor.

TAUC represents over 1,800 union construction firms engaged in industrial maintenance and heavy construction and is the largest multi-craft union contractor association in America. Our mission is to serve as an advocate for contractors who utilize union craftworkers, and to enhance cooperation between the three entities involved in the successful completion of construction projects: the contractor, the building trades union, and the owner-client. This "tripartite dialogue," facilitated by TAUC, delivers the cost-effective, high-quality construction demanded by our members' owner-clients.

Mayor Walsh background as an elected official and as a lifelong Laborer makes him uniquely qualified to serve as Secretary of Labor and to advance policies critical to our contractor members. His experiences have provided him the perspective to understand the challenges facing building and construction craftworkers on the job site, and the important role these jobs opportunities provide in preserving and creating a pathway to the middle class. It also gives him a unique perspective on the value that can be achieved through strong partnership between workers and employers in addressing challenges on construction job sites.

TAUC looks forward to partnering with Mayor Walsh on issues of importance to the union construction and maintenance industry and urges the committee to act quickly to confirm his nomination as Secretary of Labor.

Very truly yours,

A handwritten signature in black ink, appearing to read "Stephen R. Lindauer".

Stephen R. Lindauer
Chief Executive Officer

Senate Committee on Health, Education, Labor, and Pensions
Committee Staff
428 Senate Dirksen Office Building
Washington, D.C. 20510

RE: ESOP Association statement on the pending nomination of Marty Walsh

Dear Health, Education, Labor, and Pensions Committee Staff,

The ESOP Association (TEA) is encouraged by news reports that President-elect Joseph Biden will nominate Boston Mayor Marty Walsh to join his cabinet in the position of U.S. Secretary of Labor. During Walsh's tenure as Mayor, the City of Boston increased its efforts to grow employee ownership and made a focused effort to that end as part of the City of Boston's economic inclusion and equity agenda. Walsh's past support and championship of multiple forms of employee ownership, including both Employee Stock Ownership Plans as well as co-ops, bodes well for leading the cabinet agency with the greatest federal regulatory oversight of ESOPs.

"Mayor Walsh is very familiar with Employee Stock Ownership Plans and their benefits, having visited with the employee owners of Boston-based Harpoon Brewery in 2017, and even attending their annual share price celebration," said Jim Bonham, President and CEO of The ESOP Association. "Mayor Walsh and his policy staff took the time to visit and specifically learn about ESOPs and their value to employees. Our Association is grateful for his leadership in Boston. The policy goals central to Mayor Walsh's time in office—including addressing wealth inequality and expanding the pool of business owners—align closely with the strengths of the employee ownership movement.

"If Mayor Walsh is nominated and confirmed by the Senate, The ESOP Association looks forward to working with him and the incoming Biden Administration to turn more American employees into owners of the businesses where they work," Bonham added.

"The next eight years represent a crucial time for our nation, as literally millions of business owners are expected to retire. Employee ownership can help these businesses remain in operation, preserving jobs and providing vital income for local economies, and transferring billions of dollars in wealth producing business assets to

the employees who have helped build these organizations,” Bonham continued. “Boston’s efforts to better understand the needs of employee-owned businesses and to encourage more companies to become employee owned are exactly the kind of efforts our nation needs to preserve stable businesses and valuable sources of income for America’s working men and women.”

The ESOP Association

The ESOP Association (TEA) represents the interests of ESOP companies in the United States, including small and large companies in every sector and in all 50 states. In total, ESOP companies employ more than 10.6 million people and contribute \$1.377 trillion to the U.S. economy annually. The ESOP Association is the powerful voice of the ESOP community and the leading advocate for a policy agenda that helps employee owned companies compete, grows employee ownership here and abroad, and creates jobs across the United States.

Employee Stock Ownership Plans

An Employee Stock Ownership Plan (ESOP) is a tax-qualified retirement plan authorized and encouraged by federal tax and pension laws. ESOPs are similar to—and governed by some of the same laws and regulations as—401(k) plans. In other ways, however, ESOPs are quite different from 401(k)s. When companies launch an ESOP, they form a trust that purchases some or all the company’s shares and holds these shares in retirement accounts for employees. When the stock value increases or decreases, so does the value of employees’ accounts. Unlike 401(k)s, most ESOPs require no out-of-pocket contribution from employees. For employees who feel hard pressed to make an out-of-pocket contribution to a 401(k), an ESOP might be the only plan in which they can afford to participate.

January 29, 2021

The Honorable Patty L. Murray
United States Senator
Chairwoman, Senate HELP Committee
154 Russell Senate Office Building
Washington, D.C. 20510

The Honorable Richard Burr
United States Senator
Ranking Member, Senate HELP Committee
217 Russell Senate Office Building
Washington, DC 20510

Dear Senator Murray and Senator Burr:

On behalf of The U.S. Conference of Mayors (USCM), it is our honor to write this letter in support of Boston Mayor Martin J. Walsh's nomination as Secretary of Labor. He has been an extraordinary leader of, and representative for, the City of Boston in the Conference, and he will bring those same leadership qualities to his role as Secretary.

Mayor Walsh has been a longstanding member of the Conference of Mayors, serving as a Trustee of the organization and chairing our Community Development and Housing Committee; the Children, Health and Human Services Committee; and the Substance Abuse, Prevention, and Recovery Services Task Force. As Boston Mayor and a longtime Massachusetts state representative, he has a deep understanding of the public sector, public schools, higher education, health care sector, biotech, finance, transportation and others, which will serve him well as Secretary of Labor.

Mayor Walsh made his labor and working-class roots central to his campaign when he was first elected Mayor of Boston in 2013. His personal life story enables him to understand and empathize with the struggles of millions of ordinary Americans currently facing unemployment, financial hardship, and dangerous working conditions. He has stood in unemployment lines; struggled with addiction; and has worked in construction, an industry sector with high safety concerns and underemployment.

Lifting up working people is at the core of who Mayor Walsh is. Before becoming mayor, he served as the head of the Boston Building and Construction Trades Council and created Building Pathways, a groundbreaking program to get low-income women and people of color into good careers. As mayor, he created the city's first Office of Workforce Development and charged it with innovating new strategies to get workers the skills and jobs they need to get ahead. As a result, thousands of low-wage workers have gained access to better wages and career paths. In the process, Boston has become a national leader in the vital field of workforce development. In addition, Mayor Walsh has led one of the nation's most effective summer jobs programs,

making a difference for thousands of Boston's young people by helping them connect their schoolwork with the "real world" of work and employers. Mayors around the country have followed his lead in this important work, and we know he will continue to be a national leader and advocate for the importance of this work.

Mayor Walsh is respected by both the Boston labor community and the city's working-class residents for his strong leadership on key economic and social issues. At a time of racial and social unrest for the country, Mayor Walsh has enjoyed strong support from his city's minority communities for his leadership on the issues that truly impact their lives — addressing wage theft, using city contracts to promote diversity, promoting parental leave, and championing workplace safety in the construction industry.

Mayor Walsh has been singularly focused on worker safety during the COVID-19 pandemic, and his support for frontline workers in the City of Boston will serve as a guide for his work leading the Department of Labor. As the country recovers from the devastating impacts of the pandemic, we are confident that Mayor Walsh's experience as both a mayor and a labor leader will bring a unique and valuable perspective to the role of Labor Secretary.

Also, in his city, Mayor Walsh has made climate action a top priority. In a nation of science and progress like ours, climate action is not only a responsibility but also an opportunity: to create good, green jobs; to save money through energy efficiency; and to develop the technologies and solutions of the future. We look forward to his continued leadership on this issue.

As families across the country continue to face extraordinary challenges, Mayor Walsh's deep commitment to fighting for workers and the middle class will be critical to meeting this moment in our nation's history, and the nation's mayors are in strong support of his nomination to be Secretary of Labor. We look forward to partnering with him on the urgent work that is needed to restore the economy and regain the millions of jobs that have been lost due to the pandemic.

Sincerely,



Greg Fischer
Mayor of Louisville
USCM President



Nan Whaley
Mayor of Dayton
USCM Vice President



Francis X. Suarez
Mayor of Miami
USCM Second Vice President



February 2, 2021

The Honorable Patty Murray
Chairwoman
Senate Health, Education, Labor, and
Pensions Committee
154 Russell Senate Office Building
Washington, DC 20510

The Honorable Richard Burr
Ranking Member
Senate Health, Education, Labor, and
Pensions Committee
217 Russell Senate Office Building
Washington, DC 20510

Dear Chairwoman Murray and Ranking Member Burr,

The United States Workforce Association is a partnership of 18 non-profit, statewide workforce development associations representing local workforce board directors, community-based organizations, education/job training providers, and other workforce development stakeholders. The current and prospective effects of COVID-19 on the U.S. economy are devastating and the economic recovery is daunting.

We strongly support the nomination of Marty Walsh to be the next Secretary of Labor. A swift confirmation for his nomination is critical as the Department of Labor works with stakeholders across the country to support an equitable recovery for all.

Experience through this pandemic has presented significant challenges but through the established local relationships between workforce development boards, education/job training providers, and employer partners, we are determined to overcome and provide opportunities to individuals and businesses across the country. Workforce development boards are a critical resource for the Department of Labor and the Administration as we connect job seekers with services connected to returning to work like training, childcare, transportation, SNAP, and housing assistance.

We are particularly attentive to the needs of minority workers who continue to be disproportionately impacted by the pandemic. In this period of recovery, we cannot afford to leave any talent unserved and we are confident Mayor Walsh will commit himself and the Department of Labor to advancing racial equity, prioritizing social justice and strengthening social cohesion.

Throughout his career, Mayor Walsh has shown a commitment to workforce development and enhancing opportunities for the citizens of Boston. We look forward to working with the Senate HELP Committee and the Department of Labor under leadership of Mayor Walsh to urgently address these issues.

Sincerely,


Bob Lanter
Executive Director
California Workforce Association


Luann Dunsford, CEO
Michigan Works! Association


John Trott
President
Ohio Workforce Association


Kelly Folks, President
Rocky Mountain Workforce Development Association


Melinda Malawski Mack
Executive Director
New York Association of Training and Employment Professionals


Greg Vaughn
Executive Director
Texas Association of Workforce Boards


Julie Courtney, Director
McHenry County Workforce Network (Illinois)


Jeff Frederick
President
North Carolina Association of Workforce Development Boards


Mari Kay-Nabozny
Chief Executive Officer
Northwest Wisconsin Workforce Investment Board, Inc.


Tonja Mettlach, Executive Director
Massachusetts Workforce Association


Michelle Day, President
Maryland Workforce Association


Kevin Perkey, President
Washington Workforce Association


Heather Ficht, Chair
Oregon Workforce Partnership


Robin King, President
Florida Workforce Development Association


Teri Drew, Chairman
Arizona Workforce Association


Jeanna Fortney, Director
Minnesota Association of Workforce Boards


Angela Carr Klitzsch, Chair
Indiana Workforce Board Alliance


Carrie Amann, Executive Director
Pennsylvania Workforce Development Association



Transport Workers Union of America, AFL-CIO

John Samuelsen
International President

Alex Garcia
International Executive
Vice President

Jerome Lafragola
International
Secretary-Treasurer

Curtis Tate
International Administrative
Vice President

Mike Mayes
International Administrative
Vice President

"AMERICA'S FIGHTING DEMOCRATIC UNION"

February 3, 2021

The Honorable Patty Murray
Chairwoman
U.S. Senate Committee on Health,
Education, Labor, and Pensions
154 Russell Senate Office Building
Washington, DC 20510

The Honorable Richard Burr
Ranking Member
U.S. Senate Committee on Health,
Education, Labor, and Pensions
217 Russell Senate Office Building
Washington, DC 20510

Dear Chairwoman Murray and Ranking Member Burr:

On behalf of more than 150,000 members of the Transport Workers Union of America (TWU), I am writing to express our strong support for Mayor Marty Walsh to be the next Secretary of Labor. Labor Secretary-designate Walsh is an exceptional candidate with a demonstrated record of success both as a leader and as an advocate for transportation workers.

Secretary-designate Walsh will take over the Labor Department at a unique moment in our history. Ninety-five percent of TWU members have been designated essential workers during the ongoing pandemic. Transit, airline, and rail workers have all continued to go to work to keep our economy moving through a global emergency. These heroes have worked under scant and rarely enforced health protections from the Occupational Safety and Health Administration (OSHA). As a result, more than ten percent of TWU members have been quarantined after exposure to, tested positive for, or died from Covid-19.

The next Secretary will also have to address technological and economic change while protecting workers under our laws. App-based employers have ignored, undermined, and degraded labor protections for the most vulnerable workers across the country. The promise of transformative technological change through automation and other innovations risks displacing millions of workers. The Department of Labor was created to protect and promote workers to ensure that our economy can grow for everyone. That ethos will be essential for the Department to succeed in the next century.

Secretary-designate Walsh is more than up to the task of leading the Department at this critical time. Most importantly, he is a union worker – the first in decades to be nominated to lead the Department of Labor – and he knows the effect his decisions as Secretary will have on the people driving a bus, fixing an engine, and hauling a bike. He has proactively built relationships with unions and other stakeholders for decades, building the trust and confidence of our members. He is a tireless advocate for the middle class. There is no doubt that Secretary-designate Walsh will be an exceptional leader on behalf of working families.

The Transport Workers Union of America strongly endorses Marty Walsh as the next Secretary of Labor. We look forward to seeing him demonstrate his many qualifications before your committee and hope you will swiftly schedule a vote to advance his nomination.

Sincerely,

A handwritten signature in black ink, appearing to read "John Samuelson". The signature is written in a cursive, flowing style.

John Samuelson
International President



Founded 1889

United Association of Journeymen and Apprentices of the
Plumbing and Pipe Fitting Industry of the United States and Canada

Three Park Place • Annapolis, Maryland 21401
(410) 269-2000 • Fax (410) 267-0262 • <http://www.uaa.org>

Mark McManus
General President

Patrick H. Kellett
General Secretary-Treasurer

Michael A. Pleasant
Assistant General President

General Office File Reference: GP

For Immediate Release
January 7, 2021

Contact: Andrew Galo
202-815-5334

Marty Walsh Will Be Strong Ally to Working Families and UA Members as Secretary of Labor

United Association of Union Plumbers and Pipefitters (UA) Applauds President-elect Biden's decision to nominate Marty Walsh to lead Department of Labor.

Following the announcement of Boston Mayor Marty Walsh as President-elect Biden's intended nominee to be Secretary of Labor, UA General President Mark McManus hailed the pick as a strong victory for workers everywhere and for UA members in particular:

"On Day One, Marty Walsh will get to work fighting for American workers like the Brothers and Sisters of the United Association. Marty Walsh has a strong history in the Building Trades, receiving the UA's National Elected Official of the Year Award in 2018. We could not be more thrilled with this pick," said Mark McManus, General President of the United Association. "The Biden-Harris Administration is shaping up to be the most pro-worker White House we have ever seen. I have every confidence that, if confirmed, Secretary Walsh will work tirelessly to expand the rights of workers, grow good-paying union jobs, and ensure our members have a seat at the table. The entire UA is ready to get to work with Marty Walsh."

###

Founded in 1889, the United Association of Union Plumbers and Pipefitters (UA) proudly represents more than 359,000 highly skilled journeymen and apprentice plumbers, pipefitters, pipeliners, sprinkler fitters, welders, and HVACR service techs in the US and Canada. The UA is an affiliate of both the AFL-CIO and North America's Building Trades Unions (NABTU).



United Brotherhood of Carpenters and Joiners of America (UBC)
Kyle Makarios
Director of Political and Legislative Affairs

For Media Inquiries:
Justin Weidner
jweidner@carpenters.org

*For immediate release –
January 8, 2021*

The United Brotherhood of Carpenters Applauds Biden's Selection of Marty Walsh for Secretary of Labor

Washington, D.C. -- The United Brotherhood of Carpenters and Joiners of America (UBC), representing over 500,000 members, announced their support of President-elect Biden's selection of Boston Mayor Marty Walsh as Secretary of Labor.

It's been decades since a union member was appointed to run the Labor Department and we're pleased that such a talented and experienced union brother has been chosen to take on this responsibility in the Biden Administration. Choosing Marty Walsh to lead the Labor Department sends a clear signal to working men and women that this administration will make sure our jobsites are safe, our pay is fair and our hard work is respected.

For more information on the United Brotherhood of Carpenters please visit: www.carpenters.org

(--##--)



Thomas M. Conway
International President

February 4, 2021

Via Email
U.S. Senate
Washington, D.C. 20515

RE: United Steelworkers supports the confirmation of Mayor Marty Walsh for Secretary of Labor.

Dear Senator:

On behalf of the 850,000 members of the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (USW) and working people everywhere, I write in strong support of the nomination of Mayor Marty Walsh to serve as the Secretary of Labor.

As a longtime union member and former leader of the Boston Building and Construction Trades Council, Mayor Walsh understands the value of a hard day's work and a collectively bargained contract. He is committed to workers' rights, including the right to organize, and he will undoubtedly use the office of Labor Secretary to continue fighting on behalf of all working people. He has long prioritized workers and their families, and our union has complete confidence in Mayor Walsh's ability to restore the Department of Labor's mission of protecting the welfare of wage earners, job seekers, and retirees.

During his confirmation hearing on February 4, 2021, Mayor Walsh talked about his family's union experience, "The union was our way into the middle class. It meant a fair wage, so we could have a home, and give back to our community. It meant safety on the job, so we didn't have to live in fear of an accident derailing our lives. It meant a pension, so my parents could retire with dignity. And it meant health insurance." It is this background, this understanding of what a union means to workers, that gives USW complete confidence in Mayor Walsh's nomination as the head of the Department of Labor.

Having devoted countless hours to strengthening workers' rights in Massachusetts, our union is confident in Mayor Walsh's ability to address the devastating rollback of worker protections that occurred during the previous administration. We are confident that Mayor Walsh will work to address the failings of the Department of Labor over the past four years, including its failure to protect all

United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union

40 Boulevard of the Allies, Pittsburgh, PA 15222 • 412-562-2400 • 412-562-2598 (Fax) • www.usw.org



workers on the front lines of the COVID-19 crisis, to ensure workers are correctly classified, and to ensure that workers receive the overtime pay they deserve. We are confident that Mayor Walsh will fully enforce America's most important federal labor laws and help ensure that American job seekers have the resources they need to return to the dignity of work.

Under Mayor Walsh's direction, we look forward to the Department of Labor taking a more active role in addressing the needs of workers during the ongoing COVID-19 crisis and beyond. From investigating worker complaints under the Occupational Safety and Health Act (OSHA), to ensuring workers receive the wages they have rightfully earned under the Fair Labor Standards Act (FLSA), and to protecting workers' retirement under the Employee Retirement Income Security Act (ERISA), we are confident that Mayor Walsh can and will safeguard the health and wellbeing of American workers and retirees. As the person responsible for enforcing international labor standards and combating child labor, forced labor, and human trafficking through the Bureau of International Labor Affairs (ILAB), USW trusts Mayor Walsh to address these issues and get the job done.

American workers deserve a Secretary of Labor that will protect their rights and fully enforce the law. We urge you to confirm Mayor Marty Walsh as the new Secretary of Labor.

Sincerely,


Thomas Conway
International President



THE WORKFORCE SOLUTIONS GROUP

EMPath (Economic Mobility Pathways)

Massachusetts AFL-CIO

Massachusetts Association for Community Action

Massachusetts Business Roundtable

Massachusetts Communities Action Network

Massachusetts Workforce Association

SkillWorks: Partners for a Productive Workforce

United Way of Mass Bay

January 26, 2021

US Senate Committee on Health, Education, Labor, and Pensions

Senator Patty Murray, Chair

Senator Richard Burr, Ranking Member

Dear Chairwoman Murray and Ranking Member Burr:

The Workforce Solutions Group is a statewide coalition of business, labor, philanthropic, community and workforce groups working to improve job training, education and workforce systems in Massachusetts. Since 2007 we have advocated for alignment, access and opportunity to ensure a skilled workforce.

We are writing to support the nomination of Mayor Martin Walsh for Secretary of Labor. Since he took office in 2014, Mayor Walsh has been a driving force to close skills and opportunity gaps in Boston and help local companies get the talent needed to fuel their growth. At the same time, he has championed efforts to ensure every resident in Boston has the opportunity to develop a career which pays family sustaining wages. Under his leadership, the City has invested in industry driven partnerships to upskill Boston residents for quality jobs as well as thousands of youth jobs and internships to help launch young people into their first jobs. Even during this year's pandemic, thousands of young people and adults were trained and able to earn credentials remotely.

Before becoming mayor, Marty Walsh served as the head of the Building Trades unions and created Building Pathways, a groundbreaking program to get low-income women and people of color into good careers. As mayor, he created the City's first Office of Workforce Development and charged it with innovating new strategies to get workers the skills and jobs they need to get ahead. As a result, thousands of low-wage workers have gained access to better wages and career paths. In the process, Boston has become a national leader in the vital field of workforce development. Below are some of the accomplishments under his leadership:

- **Shared Boston's growth with workers in need.** Since 2014, Mayor Walsh directed commercial development fees to the Neighborhood Jobs Trust and Community Benefits, totaling \$10.86 million and serving over 3,000 low-income Boston residents through various job training programs in a number of high-growth sectors. On average, over 85% of program participants successfully completed the training programs and over 60% of them received a job with demonstrated career paths and an average wage of over \$16/hour. In

2020, Mayor Walsh worked with the state legislature to expand this formula and direct more benefits to job training partnerships.

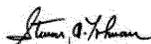
- **Established the Tuition-Free Community College Plan.** The plan, established in 2016, pays for up to three years of community college tuition and mandatory fees for income-eligible Boston Public Schools graduates. Research shows that an associate's degree holder is nearly twice as likely to earn at least \$35,000 a year as someone with only a high school degree.
- **Expanded summer employment opportunities for Boston youth.** Boston's Summer Youth Employment Program (SYEP) connects about 10,000 youth each summer with paid employment opportunities with roughly 900 local employers. Research into Boston's SYEP shows that the program helps youth to learn more skills, increases the likelihood of employment and increased wages among Black and brown youth, and reduces crime.
- **Built on the power of apprenticeship.** Mayor Walsh's team secured a \$3 million grant from the U.S. Department of Labor and leveraged an additional \$13 million to get hundreds of low-income workers into union apprenticeships, combined with college credit that will give them access to living wages and good careers in construction and hospitality.
- **Worked to close the wealth gap.** Mayor Walsh launched Boston's Office of Financial Empowerment, offering low-wage workers free financial checkups and credit coaching. The 3,500+ Boston residents served so far saw their credit scores improve by an average of 15.51 points within one year, with some residents reducing their debt by an average of \$487.50 a month.
- **Championed quality jobs.** Mayor Walsh established **BostonHires**, a city-led movement to establish Boston residents in good jobs – jobs paying at least the living wage (currently \$15.69 per hour), with at least half of these offering employer-sponsored benefits. BostonHires aims to place 20,000 residents in good jobs by 2022.
- **Modeled equitable public-sector training and hiring.** The Walsh administration launched City Academy, a free training pipeline for Boston residents into quality jobs employed by the City of Boston or partnering agencies. Aimed at expanding equitable access to quality public-sector jobs, the two free training tracks – CDL/Hoisting and Emergency Medical Technician training – prepare trainees to access entry-level City positions that offer: good pay at or above Boston's Living Wage (currently \$15.69/hr); health benefits; pensions; union membership; and opportunities for advancement.
- **Established Project Opportunity** to help Boston residents to move beyond the limitations of a criminal record which can stand in the way of job and housing access. The program connects residents with pro bono lawyers who can determine if their CORIs are eligible for sealing or expungement and covers the filing costs of sealing or expungement. It also connects residents with employment opportunities, job training, and related services, such as housing, food access, and transportation, and trains City of Boston departments that work with residents with CORIs.
- **Protected workers' rights.** His first year in office, Mayor Walsh signed an Executive Order requiring vendors with city contracts to certify they do not practice wage theft, which is the improper withholding of payment from employees and the failure to pay employees according to required schedules and classifications.

We think that Martin J. Walsh would bring excellent experience and expertise to the Department of Labor. With millions of people out of work due to the Covid-19 pandemic, it is urgent that we support rapid re-employment and upskilling efforts for Americans.

Thank you for your consideration.



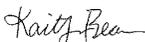
JD Chesloff, Executive Director
Mass Business Roundtable



Steve Tolman, President
MA AFL-CIO



Lew Finfer, Director
Mass Communities Action Network



Kaitlyn Bean, Senior Program Director
SkillWorks



Elizabeth Babcock, Executive Director
EMPath Economic Mobility Pathways



Tonja Mettlach, Executive Director
Mass Workforce Association



Keith Mahoney
Vice President for Public Affairs
The Boston Foundation



Danielle Kim
Public Policy Director
United Way of Mass Bay & Merrimack Valley



Katherine Mainzer
Executive Director
Workforce Solutions Group



Marybeth Campbell, Director, Worcester CAP
MA Association of Community Action Programs

[Whereupon, at 12:28 p.m., the hearing was adjourned.]