



AMERICAN
SUSTAINABLE
BUSINESS
COUNCIL

EXECUTIVE ORDER RECOMMENDATIONS ON LABOR POLICY

The American Sustainable Business Council is offering the following actionable recommendations for executive and administrative orders, which can take place in the first ninety days of the Biden-Harris administration.

ASBC believes these proposals align well with the priorities of the incoming Biden-Harris Administration to increase overall economic health and inclusivity, creating a stronger and more equitable economic landscape.

ASBC's recommendations are organized by addressing what needs to be done, why it must be done and how it can be done. We have also indicated where actions could or should be shared with another agency's jurisdiction.

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1. Incentivize Inclusive **Entrepreneurial** Activity and Increase **Access to Capital for Entrepreneurship**
 2. **Extend Paid Family Leave** and Critical Workplace Support
 3. Support a **Livable Minimum Wage** and a **High Road Workplace**
 4. Prioritize **Inclusive** Economic Growth
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Incentivize **Entrepreneurial** Activity and Increase **Access to Capital for Small Business**

In cooperation with the Department of Treasury, Small Business Administration and the Equal Opportunity Commission

"The rate of new business creation in the U.S. fell by one-fifth around 2008, and had still not fully recovered by 2018. The numbers for rural America are even worse: 33% fewer entrepreneurs were operating businesses there in 2018 than in 2008."

-Brookings Institute, August 11, 2020

Previous executive orders that were meant to address the growing concern on the decline of entrepreneurial activity in the United States include the Executive Order on Minority Business Enterprise Development of 1983 the Executive Order on Global Entrepreneurship of 2016 and the Executive Order on Establishing the White House Opportunity and Revitalization Council of 2018.

Each of these previous orders had sought to address the state of entrepreneurship of that time; the ASBC recommends following such guidance, with an **Executive Order to Incentivize Inclusive Entrepreneurial Activity and Increase Access to Capital for Entrepreneurship**. The goals of this order will be:

1. To increase access to finance for all entrepreneurial Americans. This includes historically excluded entrepreneurs, especially in communities of color, rural Americans and micro-business owners.
2. To increase broadband infrastructure development and access across America ASBC recommends the following offices are considered to administer this order, according to these two goals outlined above:

Increase Access to Finance for All Entrepreneurial Americans, including Historically Excluded Entrepreneurs, Rural Americans and Micro-Business Owners

Employment and Training Administration (ETA)

- ETA's guiding principles [here](#) on training individuals for careers in entrepreneurship
- Office of Grants Management (OGM):
 - National Dislocated Worker Grants Opportunities
 - Workforce Innovation and Opportunity Act (WIOA)

Increase Broadband Infrastructure Development Throughout Rural America

Employment and Training Administration (ETA)

- ETA's guiding principles [here](#) on state competency for administering their concerns and the continued support of an agile workforce

- Workforce Innovation and Opportunity Act (WIOA): **Add to allowable activities: broadband infrastructure and broadband activities for state and local governments**

Extend Paid Family Leave and Critical Workplace Support

In conjunction with FEMA as authorized by the Disaster Relief and Emergency Assistance Act

“Nearly 2.2 Million Women Have Left the Labor Force Since February”

-Women’s Law Project, according to BLS statistics

During this crisis, an executive order to extend the benefits of Paid Family Leave is needed to prevent further disproportionate job loss for women, most especially women of color during this unprecedented health crisis brought on by COVID-19.

ASBC recommends an **Executive Order to make Paid Family Leave accessible to all eligible workers in public and private sectors for the duration of the crisis.**

The goals of this order will be:

1. To ensure that all employees working in the private and public sectors have access to guaranteed Paid Family Leave during the ongoing health crisis.
2. To ensure greater workplace support for historically marginalized people in our workforce, namely women and especially women of color.

ASBC recommends the following offices are considered to administer this order, according to these two goals outlined above:

To ensure that all full-time employees working in the private and public sectors have access to guaranteed Paid Family Leave during the ongoing health crisis and to ensure greater workplace support

Office of Grants Management + FEMA Disaster Relief Fund

Lost Wages Assistance Program

- States can apply for the Lost Wages Assistance Program, funded through FEMA and executed by state’s labor departments.
- Eligibility criteria for applicants in need of childcare reimbursement and other household support as part of the Other Needs Assistance Program (ONA) of the Federal Assistance to Individuals and Households
- National Dislocated Worker Grants Opportunity

OSHA

- Issue an OSHA emergency temporary standard that includes a robust medical removal provision for employees with COVID-19 diagnosis, symptoms or exposure who must quarantine and requires employers to provide paid, job-protected leave for the duration of the employee’s quarantine period

Support a **Livable Minimum Wage** and a **High Road Workplace**

Business executives support a higher minimum wage. A survey conducted by Republican pollster Frank Luntz that was leaked to the Washington Post in April found that 80 percent of business executives supported increasing the minimum wage.

Small business owners support a higher minimum wage. A national poll of small business owners conducted by the **American Sustainable Business Council found that 60 percent of small business owners support increasing the federal minimum wage** by 2020 and indexing it to inflation.

-Committee on Education and Workforce, House of Representatives

Reinstate the **Fair Pay and Safe Workplaces Executive Order with the following additions:**

- Mandate that Federal Contracts are awarded to companies which remain neutral in workforce organizing efforts
- That Federal Contracts are not awarded to companies which outsource their work overseas
- Companies which offer benefits to their workers should be prioritized in receiving Federal Contracts

Reverse the **Executive Order on Combating Race and Sex Stereotyping**

The goals of these orders will be:

- To urge the Senate to pass the Raise the Wage Act by setting the standard for worker compensation and worker well-being
- To continue ushering in policy which values the learning of gender and race equity

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Executive Office of the White House
Department of Commerce
Department of Labor
National Labor Relations Board
General Services Administration

Prioritize **Inclusive** Economic Growth

To be initiated by the NEC and in conjunction with Securities Exchange Commission, Department of Treasury and the Small Business Administration

In conjunction with a coalition of organizations focused on stakeholder capitalism, corporate social and environmental impact, sustainable finance, community development finance, and capital markets structural reform, we are recommending a White House Initiative on Inclusive Economic Growth, staffed at the NEC, that could play a central coordinating role across the Biden-Harris Administration to promote equitable economic policy.

Please find the coalitions full report of recommendations [here](#)

Executive Order for OMB to create a **White House Initiative on Inclusive Economic Growth**

The goals of this office will be:

- Prioritizing disclosure and governance reform
- Incentivizing community investing

Prioritizing disclosure and governance reform and incentivizing community investing

National Economic Council would staff, and work in collaboration with the following organizations, with jurisdictions listed:

- **SEC:** regulation of investor and corporate accountability, transparency, and disclosure; shareholder proxy voting and shareholder resolution rights
- **Department of Labor:** regulation of ERISA pension plans, including fiduciary duty, proxy voting, and shareholder rights; employment opportunity, job quality, and wage growth
- **Treasury Department:** oversight and deployment of bailout funds, backstopped programs with the Federal Reserve Bank, CDFI Fund, community investing incentives including New Markets Tax Credits and Opportunity Zones, and pay-for-success vehicles
- **FDIC, Federal Reserve, and OCC:** oversight of bank responsibilities under the Community Reinvestment Act (CRA) and CRA modernization
- **SBA:** program reform and development to support Main Street business and businesses led by women and people of color and in urban, rural, and tribal communities
- **HUD:** fair housing, Section 8, and foreclosure protection
- **Federal Thrift Savings Plan:** make ESG investment options available to pensioners
- **OMB:** administrative law, government accounting, pay for success, and government coordination

- **Climate Envoy:** mobilization of private capital for R&D, acceleration of large company commitments to net zero, environmental impact bonds