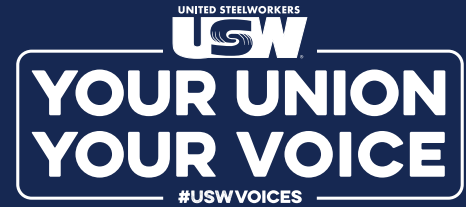


RETIREMENT SECURITY, SOCIAL AND WORKPLACE POLICY



Social Security, Medicare, and private pensions are beloved by workers because they are an expression of the belief that all workers have value and deserve a dignified retirement after decades on the job. Retirement security was the second-highest rated issue in the Your Union, Your Voice survey.

Preventing discrimination and protecting the right to vote are also key threads of our social fabric.

VICE PRESIDENT BIDEN'S RESPONSES

TO USW QUESTIONNAIRE ON RETIREMENT SECURITY, SOCIAL AND WORKPLACE POLICY:

Social Security: VP Biden emphasizes that he **opposes the privatization of Social Security**, “means-testing,” which would undercut access to guaranteed benefits, and efforts to let the government steal your retirement benefit to pay for quick cash today. VP Biden says in the questionnaire: “I will never ask Americans to choose between their deserved retirement benefits and critical support during times of economic crises.”

In addition, VP Biden emphasizes the following on Social Security:

- Put Social Security on a path to long-run solvency. The impending exhaustion of the Social Security Trust fund imperils American retirement as we know it.
- Change the Social Security cap by ensuring wages above \$400,000 would be subject to the Social Security Payroll Tax.
- Eliminate penalties for public-sector workers. Current rules penalize teachers and other public sector workers who either switch jobs or who have earned retirement benefits from various sources.

Pensions: VP Biden notes that he “will strongly support Congressional efforts to **stabilize multiemployer pension plans**” and supports the Butch Lewis Act. Multiemployer pensions can be a vehicle to provide retirement security and workers deserve to have the promises that their employers made to them be fulfilled. VP Biden promises to bring “labor to the table to structurally reform the multiemployer pensions system.”

Preventing Discrimination: All Americans want a fair and equitable society. Yet as VP Biden highlights, “too often individuals face unequal treatment due to their race, sex, national origin, age, religion, disability, gender identity or sexual orientation.” The first answer to protecting your rights he correctly writes is “**joining a union like the Steelworkers**.” In addition, as president, VP Biden will:

- End unequal pay by building on the Paycheck Fairness Act
- Make it easier for workers to join class action lawsuits
- Shift the burden to employers to prove pay gaps exist for job-related reasons
- Reaffirm that the Civil Rights Act prohibits employment discrimination based on sexual orientation and gender identity, reversing a Trump Department of Justice decision

The Right to Vote: In a union we understand voting. We vote for our contracts and we vote for our leaders. Ensuring every American has that same appreciation means equal **access to the ballot box**. VP Biden highlights “Voting is the purest, most fundamental act of citizenship.” He supports:

- A full, fair and safe election in November by providing our citizens with every option to exercise their **right to vote in person or by mail**
- Restoring the Voting Rights Act protections
- Same day voter registration and expanding early voting

For additional survey results, visit www.uswvoices.org. To read the full questionnaire, visit www.uswvoices.org/joesanswers