### Automation, Outsourcing, and Offshoring Turn

#### Turn: Increasing the cost of labor will just accelerate automation, outsourcing, and offshoring. Alt causes and backlash from firms deck aff solvency.

Groshen & Holzer ’19 - Erica Groshen [Senior Economics Advisor at the Cornell University School of Industrial and Labor Relations and Research Fellow at the Upjohn Institute for Employment Research] and Harry J. Holzer [Prof. of Public Policy, Georgetown U.], “Helping workers requires more than silver bullets,” *Brookings Institution* (Web). Nov. 25, 2019. Accessed Nov. 19, 2021. <<https://www.brookings.edu/opinions/helping-workers-requires-more-than-silver-bullets/>> AT

But no single silver bullet solution exists that can solve our skills and earnings problems. Why? Because no single or dominant cause explains stagnating earnings or rising inequality in the US. Thus, simplistic “silver bullet” policies would likely be ineffective or even do more harm than good.¶ Some “silver bullets” are too scattershot. For instance, free college for all would shunt billions of dollars of tax revenue into subsidizing higher education for the wealthy at a time when federal budgets are already deeply in the red. A Universal Basic Income would be even more expensive, and could induce workers to stop seeking many new jobs that will be created over time.¶ Other proposals could harm those they aim to help or be ineffective. Imposing a uniform $15 federal minimum wage, even by 2025 (as many now propose), could induce employers to eliminate jobs for low-wage workers in already distressed communities. Proposals to expand unionism alone might generate only small increases, in light of employers’ ability of to resist collective bargaining by automating, relocating their facilities, or outsourcing work to other firms.¶ To sensibly raise wages and reduce inequality among American workers, we must recognize that a confluence of causes are at work, which requires a combination of evidence-based policy responses. The causes include labor market forces like technical change, globalization, and too few well-educated workers; they also include changes in labor institutions beyond weakened unions and a lack of worker “voice.” Indeed, a growing set of employer practices, such as outsourcing some activities to other firms (which is often called employment “fissuring”) likely contribute to weak outcomes as well. Such practices break the time-honored links between a firm’s profitability and its workers’ earnings, and diminish employer interest in training workers to make them more productive.¶ Without important, systematic policy changes, the earnings and employment of US workers – especially those without college degrees – will likely continue to deteriorate. More trade and automation in the form of robotics and artificial intelligence (AI) will almost certainly lead millions of workers to be displaced, while our failure to adequately fund public institutions of higher education and workforce services will limit workers’ readiness for new jobs that will be created. In other areas – including federal wage and hour laws, worker rights to representation on the job, and employer staffing arrangements – we are surely still moving in the wrong direction.

#### **Automation only benefits owners while workers suffer**

Jacobs 21 [Julian Jacobs graduated from Brown University, where he studied Philosophy, Politics, and Economics; he was a Fulbright Scholar and a Political Economy graduate student at the London School of Economics. For the past three years, his academic research has focused on the effects of artificial intelligence and digitalization on economic inequality. “Automation and the radicalization of America”. 11-22-2021. Brookings. https://www.brookings.edu/blog/techtank/2021/11/22/automation-and-the-radicalization-of-america/. Accessed 12-1-2021; MJen]

As digital technology accelerates, there are questions about who is most likely to lose jobs due to automation and what the overall future of the US economy looks like. These questions are worth asking—particularly after a pandemic that appears to have [hastened](https://www.nber.org/papers/w27249) the automation of many tasks in American industries. Yet research on automation has so far centered almost entirely on the presence of digitalization, automation-potential estimates, the relationship between technological change and macroeconomic conditions, and tech’s impact on inequality and wage divergence. Since technological change often is quite disruptive and spurs economic and political shocks, it is vital for researchers to study the attitudes of the individuals most vulnerable to new technological shifts. In doing so, researchers can gain a humanizing window into how these shifts—so crucial to capitalism’s advancement—are borne out in the beliefs, characteristics, and fears of the individuals most likely to experience disruption due to automation The results of [my work](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3965751) offer an ominous window into how technological change may correspond with despair, radicalization, and democratic erosion. This study shows that the Americans whose occupations have the highest automation potential tend to have a dark and cynical view of politics, the economy, the media, and humanity. They comprise a traditional working class that is politically left-leaning on economic issues and slightly right-leaning on socio-cultural ones. Although they are moderately more likely to support Democrats, they are increasingly likely to support Republicans since 2000. These often-economically-vulnerable Americans are deeply pessimistic about the state of the world and politics; they also have a tendency to vote against their economic interests and become more authoritarian in their outlook. TECHNOLOGICAL CHANGE OFTEN CAUSES MORE INEQUALITY My work examines [studies](https://www.jstor.org/stable/2083407) on the relationship between economic upheaval and radicalization, polarization, and revolution. In addition, I look at how technological change impacts inequality, wage divergence, and job polarization. Works from [David Autor](https://economics.mit.edu/files/11574), [Robert Allen](https://www.sciencedirect.com/science/article/abs/pii/S0014498309000199), and [Daron Acemoglu](https://economics.mit.edu/files/19696), in particular, have been able to illustrate the ways that digitalization can catalyze labor substitution, the erosion of the middle class, and greater income inequality. It seems clear that technological advancement can both stifle real wage growth for many workers while simultaneously increasing returns to capital by making labor more productive. This tends to benefit the owners of productive capital and some workers whose skills are complemented by the new technology. Moreover, when productivity tends to rise faster than wages, inequality increases almost by definition since new GDP gains accrue primarily amongst capital owners, rather than workers. Technological change can additionally lead to a hollowing out of middle-wage work, in turn producing a smaller middle class. Digitalization appears to be inducing dis-equalizing shifts through all of these mechanisms.

### Backlash Turn

**Turn: More strikes lead to backlash bills that weaken unions – empirically proven. Partelow ‘19**

Lisette Partelow [Lisette Partelow is the director of K-12 Strategic Initiatives at American Progress. Her previous experience includes teaching first grade in Washington, D.C., working as a senior legislative assistant for Rep. Dave Loebsack (D-IA), and working as a legislative associate at the Alliance for Excellent Education. She has also worked at the U.S. House of Representatives Committee on Education and Labor and the American Institutes for Research. “Analysis: A Looming Legislative Backlash Against Teacher Strikes? Why Walkouts Could Become Illegal in Some States, With Strikers Facing Fines, Jail, or Loss of Their License”. 02-18-2019. The 74. https://www.the74million.org/article/analysis-a-looming-legislative-backlash-against-teacher-strikes-why-walkouts-could-become-illegal-in-some-states-with-strikers-facing-fines-jail-or-loss-of-their-license/. Accessed 11-3-2021; MJen]

In 2018 and 2019, after a decade of disinvestment in education that led to stagnant teacher salaries, policymakers have introduced [proposals in states](https://thehill.com/homenews/state-watch/426030-states-race-to-prevent-teacher-strikes-by-boosting-pay) across the country to begin reinvesting, spurred in part by teacher walkouts and activism nationwide. While it is wonderful to finally see broad support for raising teacher salaries and investing in public schools, a predictable backlash has also emerged. Legislators in some states that were hotbeds of teacher activism are [introducing bills](http://nymag.com/intelligencer/2019/01/teacher-walkouts-gop-lawmakers-push-retaliatory-bills.html) to explicitly prohibit walkouts or punish teachers who participate, often with a sprinkling of additional anti-union provisions. **Weakening unions and refusing to invest in education** are long-standing conservative tenets, and these bills are evidence that we should expect conservative policymakers to return to them as soon as they believe them to be politically viable. The consequences of a decade of education funding cuts came into sharp relief last spring, after teachers staged walkouts in [half a dozen states](https://www.nytimes.com/2018/05/16/us/teacher-walkout-north-carolina.html). The [decade of disinvestment](https://www.americanprogress.org/issues/education-k-12/reports/2018/09/20/457750/fixing-chronic-disinvestment-k-12-schools/) in education had its roots in the Great Recession, when many states were forced to drastically cut their K-12 education funding. But as the recovery got underway, many governors — particularly in red states — made intentional policy choices to cut taxes for wealthy residents and corporations rather than allow education funding to rebound to pre-recession levels as revenue increased. As a [result](https://www.americanprogress.org/issues/education-k-12/reports/2018/09/20/457750/fixing-chronic-disinvestment-k-12-schools/%5b), teacher wages stagnated, school budgets were strapped, and expenses such as building repairs and learning materials were deferred year after year. By 2018, reports of [crumbling schools](https://www.motherjones.com/politics/2018/01/its-not-just-freezing-classrooms-in-baltimore-americas-schools-are-physically-falling-apart/), students learning from [decades-old textbooks](https://www.cnn.com/2018/04/03/us/oklahoma-teachers-textbooks-trnd/index.html), high teacher turnover, and staff [shortages](https://tucson.com/news/local/we-continue-to-worsen-nearly-arizona-teaching-jobs-remain-vacant/article_1c8d665a-a422-5c7b-95b9-98afe0cb0c6f.html) in these states became common. Teachers had reached their [boiling point](https://morningconsult.com/opinions/americas-teachers-are-at-their-boiling-point/). The teacher walkouts have been very effective. Though they were a last resort, they finally got lawmakers’ attention in states that had seen the most chronic and severe cuts to education. In the states where teachers walked out, governors who hadn’t historically supported [education funding](https://www.americanprogressaction.org/issues/education/news/2018/10/09/171813/little-late-many-gubernatorial-candidates-education-funding/) agreed to enact significant [pay raises](https://www.latimes.com/nation/la-na-teacher-funding-20180306-story.html) and increases in education funding. For example, in Arizona, Republican Gov. Doug Ducey was forced to sign off on a teacher pay bill he had [previously opposed](https://tucson.com/news/local/gov-ducey-teachers-aren-t-going-to-get-percent-pay/article_75a9b7dc-930b-5374-be12-61fb840e4ced.html) that provided a [20 percent raise](https://www.reuters.com/article/us-usa-education-arizona/arizona-governor-signs-bill-to-boost-teachers-wages-amid-strike-idUSKBN1I40N8) to the state’s teachers — some of the lowest-paid in the nation — and invested an additional $100 million in schools in the state. And now, in several states with low teacher pay that have so far avoided major protests, some governors have proposed salary increases. Remarkably, much of this movement is happening in [deep-red states](https://thehill.com/homenews/state-watch/426030-states-race-to-prevent-teacher-strikes-by-boosting-pay) with historically low education spending. In South Carolina, Gov. Henry McMaster wants to give teachers a 5 percent pay raise; in Texas, Lt. Gov. Dan Patrick has proposed a $5,000 increase; and in Georgia, Gov. Brian Kemp has proposed a $3,000 increase. In all three of these states, teachers are [paid less](http://www.nea.org/assets/docs/180413-Rankings_And_Estimates_Report_2018.pdf) than the national average. It’s likely that last year’s walkouts nudged these governors to consider teacher pay in a way that they wouldn’t have otherwise. Though it goes against traditional conservative principles, supporting these raises is smart politics for these governors. There is widespread public [support for increasing teacher pay](https://www.apnews.com/883e9d387709112a11ee8901c223294e), particularly in the states where walkouts occurred. But even as some conservative policymakers agree to raise teacher salaries, as the 2019 legislative sessions have begun, others in Arizona, Oklahoma, and West Virginia have introduced bills that would [make walkouts illegal](http://nymag.com/intelligencer/2019/01/teacher-walkouts-gop-lawmakers-push-retaliatory-bills.html) and penalize teachers with fines, loss of their teaching licenses, or even [jail time](https://www.vox.com/policy-and-politics/2018/4/23/17270422/colorado-teachers-strike-jail-bill). Some of the bills also contain provisions designed specifically to weaken teachers unions, such as a requirement that teachers must [opt in to dues each year](https://www.nytimes.com/aponline/2019/01/28/us/ap-us-education-bill-west-virginia.html), which sponsors hope will reduce membership by adding an extra step to the process. Legislators in walkout states have also introduced stand-alone proposals designed to **make union membership more difficult** and, therefore, less likely, such as a prohibition on districts [withholding union dues](https://newsok.com/article/5593286/bill-is-revenge-for-teacher-walkout-unions-say) from teachers’ paychecks. These backlash bills hint at a much more familiar conservative education agenda of slashing funding and working to weaken teachers unions. After all, it is this agenda that led to stagnant teacher salaries, deplorable conditions in many school buildings, and consequences for students whose schools were chronically underfunded in the first place. Supporting increases to teacher pay and greater investment in schools is the right thing to do for America’s students. Unfortunately, this wave of backlash makes clear that for some policymakers, it’s all about politics — and as soon as they have the chance, they’ll once again slash education funding and attack hardworking teachers.

**Turn again: The right to strike just leads businesses to take stronger steps to stop unionization.**

Gordon **Lafer, 20** - ("Fear at work: An inside account of how employers threaten, intimidate, and harass workers to stop them from exercising their right to collective bargaining," Economic Policy Institute, 7-23-2020, https://www.epi.org/publication/fear-at-work-how-employers-scare-workers-out-of-unionizing/)//va

NLRB elections are fundamentally framed by one-sided control over communication, with no free-speech rights for workers. Under current law, employers may require workers to attend mass anti-union meetings as often as once a day (mandatory meetings at which the employer delivers anti-union messaging are dubbed “captive audience meetings” in labor law). Not only is the union not granted equal time, but pro-union employees may be required to attend on condition that they not ask questions; those who speak up despite this condition can be legally fired on the spot.[19](https://www.epi.org/publication/fear-at-work-how-employers-scare-workers-out-of-unionizing/#_note19) The most recent data show that nearly 90% of employers force employees to attend such anti-union campaign rallies, with the average employer holding 10 such mandatory meetings during the course of an election campaign.[20](https://www.epi.org/publication/fear-at-work-how-employers-scare-workers-out-of-unionizing/#_note20) ¶ In addition to group meetings, employers typically have supervisors talk one-on-one with each of their direct subordinates.[21](https://www.epi.org/publication/fear-at-work-how-employers-scare-workers-out-of-unionizing/#_note21) In these conversations, the same person who controls one’s schedule, assigns job duties, approves vacation requests, grants raises, and has the power to terminate employees “at will” conveys how important it is that their underlings oppose unionization. As one longtime consultant explained, a supervisor’s message is especially powerful because “the warnings…come from…the people counted on for that good review and that weekly paycheck.”[22](https://www.epi.org/publication/fear-at-work-how-employers-scare-workers-out-of-unionizing/#_note22) ¶ Within this lopsided campaign environment, the employer’s message typically focuses on a few key themes: unions will drive employers out of business, unions only care about extorting dues payments from workers, and unionization is futile because employees can’t make management do something it doesn’t want to do.[23](https://www.epi.org/publication/fear-at-work-how-employers-scare-workers-out-of-unionizing/#_note23) Many of these arguments are highly deceptive or even mutually contradictory. For instance, the dues message stands in direct contradiction to management’s warnings that unions inevitably lead to strikes and unemployment. If a union were primarily interested in extracting dues money from workers, it would never risk a strike or bankruptcy, because no one pays dues when they are on strike or out of work. But in an atmosphere in which pro-union employees have little effective right of reply, these messages may prove extremely powerful. ¶ It is common for unionization drives to start with two-thirds of employees supporting unionization and still end in a “no” vote. This reversal points to the anti-democratic dynamics of NLRB elections: voters are not being convinced of the merits of remaining without representation—they are being intimidated into the belief that unionization is at best futile and at worst dangerous. When a large national survey asked workers who had been through an election **to name “the most important reason people voted against union representation,” the single most common response was management pressure, including fear of job loss**.[24](https://www.epi.org/publication/fear-at-work-how-employers-scare-workers-out-of-unionizing/#_note24) Those who vote on this basis are not expressing a preferenceto remain unrepresented. Indeed, many might still prefer unionization if they believed it could work. Where fear is the motivator, what is captured in the snapshot of the ballot is not preference but despair. ¶To understand what union elections look like in reality, we have profiled two cases in which workers sought to create a union and met with a harsh (and typical) employer backlash. In both cases—a tire plant in Georgia and a satellite TV company in Texas—the employer response ranges from illegally firing union activists to engaging in acts of coercion and intimidation that are illegal in any normal election to public office but are allowed under the NLRA. ¶

**The turns outweigh the Aff. Their solvency is all about how *unionization* is key, not a stronger right to strike. Whatever marginal increase in bargaining power they achieve is drowned out by the fact that there will be much lower union density in the first place.**

## Pic

#### Adopt earth based conscientization but do not affirm the resolution A just government ought to recognize an unconditional right of workers to strike

1. The aff provided no evidence/reasons why workers striking is good
2. Cannot bring up new contentions in the 1AR