# 1

#### Counterplan: The United States ought to recognize the conditional right of workers to strike with the condition that strikers are not asking for employers to discriminate and don’t utilize violence/discrimination during the strikes.

\*\*TW: semi-graphic depictions of anti-black violence

#### Enforcement in the card.

BPSC [Unfair Labor Practices by Union, <http://bpscllc.com/unfair-labor-practices-by-unions.html>, N.D., Business & People Strategy Consulting Group, California's trusted source for workplace human resources and employment law] [SS]

Causing or Attempting to Cause Discrimination: Section 8(b)(2) makes it **an unfair labor practice for a labor organization to cause** or attempt to cause **an employer to discriminate** against an employee in violation of Section 8(a)(3). The section is violated by agreements or arrangements with employers, other than lawful union-security agreements, that condition employment or job benefits on union membership, on the performance of union membership obligations or on arbitrary grounds. But union action that causes detriment to an individual employee does not violate Section 8(b)(2) if it is consistent with nondiscriminatory provisions of a bargaining contract negotiated for the benefit of the total bargaining unit, or if the action is based on some other legitimate purpose. **A union’s conduct, accompanied by statements advising** or suggesting **that action is expected of an employer,** may be enough to find a violation of this section **if the union’s action can be shown to be a causal factor in the employer’s discrimination.** Contracts or informal arrangements with a union under which an employer gives preferential treatment to union members also violate Section 8(b)(2). However, an employer and a union may agree that the employer will hire new employees exclusively through the union hiring hall if there is no discrimination against nonunion members on the basis of union membership obligations. In setting referral standards, a union may consider legitimate aims such as sharing available work and easing the impact of local unemployment. The union may also charge referral fees if the amount of the fee is reasonably related to the cost of operating the referral service. A union that attempts to force an employer to enter into an illegal union-security agreement, or that enters into and keeps in effect such an agreement, also violates Section 8(b)(2), as does a union that attempts to enforce such an illegal agreement by bringing about an employee’s discharge. Even when a union-security provision of a bargaining contract meets all statutory requirements, a union may not lawfully require the discharge of employees under the provision unless they were informed of the union-security agreement and their specific obligation under it. A union violates Section 8(b)(2) if it tries to use the union-security provisions of a contract to collect payments other than those lawfully required, such as assessments, fines and penalties. Other examples of Section 8(b)(2) violations include: Causing an employer to discharge employees because they circulated a petition urging a change in the union’s method of selecting shop stewards Causing an employer to discharge employees because they made speeches against a contract proposed by the union Making a contract that requires an employer to hire only members of the union or employees “satisfactory” to the union Causing an employer to reduce employees’ seniority because they engaged in anti-union acts **Refusing referral or giving preference on the basis of race** or union activities when making job referrals to units represented by the union Seeking the discharge of an employee under a union-security agreement for failure to pay a fine levied by the union

#### The East St. Louis riots lead to over 200 deaths and were one of the worst race related riots in history – it all started with a racist union striking in favor of discrimination and a lack of government intervention.

People’s World ‘17

[This week in history: East St. Louis rocked by race riot, 1917, <https://www.peoplesworld.org/article/this-week-in-history-east-st-louis-rocked-by-race-riot-1917/>, June 26 2017, voice for progressive change and socialism in the United States. It provides news and analysis of, by, and for the labor and democratic movements to our readers across the country and around the world.] [SS]

\*\*Bracketed for offensive language

**The East St. Louis riots (or massacres**) of May and July 1917 **were an outbreak of labor- and race-related violence** **that caused up to 200 deaths** and extensive property damage. East St. Louis, Ill., is an industrial city on the east bank of the Mississippi River across from St. Louis, Mo. **These incidents** of 100 years ago **have been described** as the worst case of labor-related violence and **among the worst race riots in 20th-century American history**. In 1917 the U.S. had an active economy boosted by World War I. With many workers now absent in the armed forces, industries were in need of labor. Seeking better work and living opportunities, as well as an escape from harsh conditions, the Great Migration of African Americans out of the South toward industrial centers across the North was well underway. Blacks were arriving in St. Louis during Spring 1917 at the rate of 2000 per week. Traditionally **white unions sought to strengthen their bargaining position by** hindering or **excluding black workers**, while industry owners utilized blacks as replacements or strikebreakers, adding to deep-seated societal divisions. At the same time **Louisiana farmers were worried about losing their labor force, and** had **requested** East St. Louis Mayor Fred W. Mollman’s assistance **to help discourage black migration**. Many blacks found work at the Aluminum Ore and the American Steel companies in East St. Louis. Some **whites feared job and wage security from** this **new competition**. That February, **470 African American workers were hired to replace white workers who had gone on strike** against Aluminum Ore. **Tensions** between the groups **escalated, including rumors of black men and white women fraternizing at a labor meeting** on May 28, following which some **3000 white men marched** into downtown East St. Louis **and began attacking African Americans**. The mobs stopped trolleys and streetcars, pulling black passengers out and beating them on the streets. With mobs destroying buildings and assaulting people, Ill. Gov. Frank O. Lowden called in the National Guard to prevent further rioting, and the mood eased somewhat for a few weeks. **The** East St. Louis Central **Labor Council** responded to the rioting **implying that** “southern [**black people]** Negroes **were misled** **by false advertisements and unscrupulous employment agents** to come to East St. Louis in such numbers under false pretenses of secure jobs and decent living quarters.” Little was done to prevent further problems. No precautions were taken to ensure white job security or to grant union recognition. **No reforms were made in the police force which did little to quell the violence**. This further increased the already-high level of hostilities towards African Americans. On July 2, a car occupied by white males drove through a black area of the city and several shots were fired into a standing group. An hour later, a car containing four people, including a journalist and two police officers passed through the same area. Black residents, possibly assuming they were the original suspects, opened fire, killing one officer instantly and mortally wounding another. Later that day, thousands of white spectators who assembled to view the detectives’ bloodstained automobile marched into the black section of town and started rioting. **After cutting the water hoses of the fire department, the rioters burned entire sections of the city, shot inhabitants as they escaped the flames, and lynched several [black people]** blacks. Guardsmen were called in, but according to contemporary accounts, they joined in the rioting rather than stop it. Young white women and girls brandishing clubs chased a black woman and called upon the men to kill her. After the riots, the St. Louis Argus said, “The entire country has been aroused to a sense of shame and pity by the magnitude of the national disgrace enacted by the blood-thirsty rioters in East St. Louis Monday, July 2.” According to the Post-Dispatch of St. Louis, “All the impartial witnesses agree that the police were either indifferent or encouraged the barbarities, and that **the major part of the National Guard was indifferent or inactive.** **No organized effort was made to protect the [black people]** Negroes or disperse the murdering groups…. Ten determined officers could have prevented most of the outrages. **One hundred men acting with authority** and vigor **might have prevented any outrage**.” After the riots, varying estimates of the death toll circulated. The police chief estimated that 100 blacks had been killed. The renowned journalist Ida B. Wells reported in The Chicago Defender that 40-150 black people were killed**. The NAACP estimated deaths at 100–200. Six thousand** blacks **were left homeless** after their neighborhood was burned. The coroner specified nine white deaths, but the deaths of black victims were less clearly recorded: Activists argued that the true number of deaths would never be known because many corpses were neither recovered nor had passed through the hands of undertakers. The ferocious brutality of the attacks and the failure of the authorities to protect innocent lives contributed to the radicalization of many blacks across the nation. Marcus Garvey, president of The Universal Negro Improvement Association (UNIA), declared, “This is no time for fine words, but a time to lift one’s voice against the savagery of a people who claim to be the dispensers of democracy.” On July 6 the Chamber of Commerce met with the mayor to demand the resignation of top police officials and radical reform. In addition to the lives lost, mobs had caused extensive property damage. The Southern Railway Company’s warehouse was burned, with over 100 carloads of merchandise. A white theatre valued at more than $100,000, 44 freight cars and 312 houses were destroyed. In response to the rioting, the NAACP sent W.E.B. DuBois and Martha Gruening to investigate the incident. They compiled a report entitled “Massacre at East St. Louis,” which was published in the NAACP’s magazine, The Crisis. In New York City on July 28, 10,000 black people carrying signs marched down Fifth Avenue in a Silent Parade, protesting the riots. The march was organized by the NAACP and Du Bois, and other groups in Harlem. Women and children were dressed in white; the men were dressed in black. Authorities were slow to respond to calls for an investigation. President Woodrow Wilson stated that his Department of Justice could not find enough evidence to justify federal action in the matter. A Special Committee formed by the U.S. House of Representatives launched an investigation into police actions during the East St. Louis Riot. It found that the National Guard and the East St. Louis police force had not acted adequately during the riots, revealing that the police often fled from the scenes of murder and arson. Some even fled from station houses and refused to answer calls for help. The investigation also resulted in the indictment of several members of the East St. Louis police force. Among those brought to trial was Dr. LeRoy Bundy, a dentist and prominent leader in the East St. Louis black community, who was formally charged with inciting a riot. The trial was held in the St. Clair county court. Bundy, along with 34 defendants, of whom ten were white, were given prison time in connection to the riot.

# 2

#### Biden’s continued PC is key to pass Build Back Better next week – despite inflation concerns

Barrón-López 11-11 (Laura Barrón-López, White House Correspondent for Politico, formerly covered Congress for the Washington Examiner, HuffPost and The Hill, BA political science, California State University, Fullerton, “Dems to White House: The only prescription is more Biden,” Politico, 11-11-2021, <https://www.politico.com/news/2021/11/11/dems-white-house-biden-520946)//re-cut> by Elmer

After months of deference to Congress, President Joe **Biden moved** more **assertively last week** to shepherd half his domestic agenda into law. With the other half still in limbo, Democrats want some of that Biden punch again. Outside groups fear that congressional Democrats could come up short on Biden’s social spending package. They are **concerned** that moderates in the House may end up buckling if the budget scores on the bill come back worse than anticipated. And there is residual anxiety that one of the two wavering Senate Democrats — Joe **Manchin** of West Virginia **and** Kyrsten **Sinema** of Arizona — **could vote “no” over concerns about inflation** and long-term debt. **The** clearest **solution** to avoiding this, they argue, **is more Biden**. “All eyes are on the president, all expectations are on the president,” said Lorella Praeli, co-president of the progressive Community Change Action. “We are playing our role. We are mobilizing. We're reminding people everyday what this is about.” Praeli added that Biden must ensure there aren’t future cuts to the package, which dropped from $3.5 trillion to $1.75 trillion to accommodate centrist Democrats in the House and Senate. “This is what he campaigned on. Only the president can deliver it in the end.” Until last week, Biden’s involvement in negotiations had been more deferential than managerial. That befuddled lawmakers, who were waiting for him to draw red lines about which priorities he wants in and out of the deal or to even demand votes. To date, Biden has publicly refrained from drawing a red line around including paid leave in the final version of the legislation, leaving the leadership in the House at odds with centrists in the Senate. But Biden did ramp up his involvement in the negotiations last week. And Democrats viewed that as key to getting an agreement in the House on their infrastructure bill, as well as on a rule to move forward with their social spending package, which funds universal pre-K, expands Medicare access, cuts taxes for families with children 18 years old and under, and combats climate change. Now they want more. Expectations are high for Biden to keep the House to its promise of a vote on that social spending plan the week of Nov. 15. “They basically made a promise,” said Rahna Epting, executive director of the progressive advocacy group MoveOn. “And Biden was able to get enough progressives to vote for the bipartisan infrastructure bill, on that promise. We are expecting Biden and the Democratic Caucus will make good on their word and pass the Build Back Better Act no later than Nov 15th as stated.” White House officials contend that Biden and his team remain in close touch with the Hill, and their legislative affairs staff continues to push the social spending bill toward a vote. The **White House** said it is **communicating regularly with** a range of lawmakers including **Manchin**, but did not answer when asked whether Biden has spoken to the West Virginia senator or other moderates in recent days. “There has been no kind of slowdown when it comes to our Hill outreach,” a White House official said. The growing demands for Biden to stay heavily involved reflect a fear in the party that the **window to act on the agenda is quickly closing**, especially as concerns mount about lingering inflation and the midterms near. If the House meets its deadline next week and passes the social spending bill, some Democrats want Biden to issue a deadline for the Senate to act. Others noted that the end-of-year legislative calendar is short and brutal. The “dynamic has totally changed,” said a Democratic strategist. “**The president secured this agreement** **with the five holdouts for** **House passage of BBB next week and it’s on him to enforce it**.” A top climate operative echoed that assessment telling POLITICO that Biden “will have failed” on tackling climate change if the second piece of the agenda doesn’t pass. But the operative also expressed a newfound fear that Biden’s current effort to sell the benefits of the infrastructure bill could distract or complicate Democrats’ attempt to keep public interested in the social spending plan. "They need to sell [physical infrastructure] but also act like it's not enough," said the activist. "How are they also creating the urgency for BBB to get done, for it to stay on the timeline of getting it done by Thanksgiving? It's a balancing act.” Matt Bennett, co-founder of the moderate group Third Way, agreed that the dynamics were “tricky” in trying to sell one just-passed bill as historic while simultaneously making the case that another ambitious bill is needed. Biden will travel to New Hampshire and Michigan next week to highlight the money the infrastructure bill will direct toward new roads, bridges and transit projects across the country. “This moment that we're in is hard,” said Bennett. “It will be much, much easier when both bills are completed. There is a very profound political imperative for Democrats to get this finished, to end the infighting and sausage-making and shift to creating a narrative about what Democrats have just done for Americans because they've been utterly unable to do that.” A number of **groups plan to amp up pressure next week** as Congress returns. House Speaker Nancy Pelosi and the White House have repeated their desire to have a vote on the social spending plan by the end of next week. The Service Employees International Union will descend on Capitol Hill with some 500 union members, said Mary Kay Henry, the union’s president. “We are escalating phone calls, text messages,” said Henry. “We're bringing members into Washington next Tuesday, we have the president's back, to get Congress to act quickly and get the full back package.” Democratic outside groups have spent more than $150 million on TV and digital ads promoting the president’s social spending plan, known as “Build Back Better.” The League of Conservation Voters and Climate Power launched new digital ads calling on the five moderates who reached an agreement with the White House and House leadership last week to follow through on their commitment to pass the second piece of Biden’s economic agenda “next week.” The longer it takes to pass the social spending plan, the harder it becomes to keep the party unified, Democrats warn, especially amid up-and-down economic news. A new report Wednesday revealed inflation hit 6.2 percent in October, its highest point in 31 years, contributing to high gas, car and food prices. It forced Biden to quickly issue a statement addressing the issue and ever-so-slightly shift his messaging, arguing that passage of the social spending plan would combat inflation. “Inflation hurts Americans’ pocketbooks, and reversing this trend is a top priority for me,” Biden said in a statement. “It is important that Congress pass my Build Back Better plan, which is fully paid for and does not add to the debt, and will get more Americans working by reducing the cost of child care and elder care, and help directly lower costs for American families.”

#### Empirics proves Pro-Labor and Pro-Union policies sap PC.

Leon 21 Luis Feliz Leon 1-6-2021 "If we want it, we’re going to have to fight like hell for it" - Labor faces an uphill battle to pass the PRO Act" <https://www.thestrikewave.com/original-content/labor-faces-uphill-battle-to-pass-pro-act> (Organizer and journalist)//Elmer

In New York City, after years of organizing fast-food workers, 32BJ SEIU won two ‘just cause’ laws protecting 67,000 workers from being fired arbitrarily. In California, after a 17-year battle for a union, 45,000 childcare providers finally won the “largest single union election America has seen in seven years.” New Mexico just became the ninth state—including California, New York, New Jersey, Illinois, Massachusetts, Oregon, Washington, and Maine—to create a pathway for mandatory recognition using card check, which makes it easier for workers to gain union recognition by submitting a majority of signed cards of workers rather than through a drawn-out election campaign where the employer can interrogate workers, hold captive audience meetings, and fire union supporters. Despite these recent labor victories at the state level, the share of all workers belonging to a union continues to dwindle, at a nadir of 10.3 percent. With the share of private-sector workers in a union at 6.2 percent, the labor movement has effectively been beaten back to the dregs of the 1890s: the good-old days of the Gilded Age, when Andrew Carnegie and a coterie of plutocrats pillaged workers’ labor and amassed an obscene amount of wealth to make the headless Marie Antoinette’s nerve endings twitch in the grave. With “right-to-work” laws all but banning the union shop in 27 states and Guam, the National Labor Relations Board packed by Donald Trump with lawyers from union-busting firms, and states gutting the bargaining rights of state employees, how can organized labor build power to win back lost ground? The answer is to make it easier for workers to join unions. The Protecting the Right to Organize (PRO) Act, H.R. 2474, is a compendium of labor’s wish-list items. It would make it easier for workers to form unions, imposing consequence on union-busting employers who violate labor law, and weakening “right-to-work” laws. It passed the House last year by a vote of 224-194, signifying both Democrats wanting to burnish their pro-labor bona fides before the campaign season and the growing leftist bloc within its ranks. The Senate version garnered 42 co-sponsors, but Majority Leader Mitch McConnell blocked it. If enacted, it would strengthen workers’ right to unionize by updating the 1935 National Labor Relations Act and reversing the damage of the anti-union Taft-Hartley Act of 1947, repealing its ban of secondary boycotts, and making it possible for unions to coordinate solidarity strikes as truck drivers represented by the Teamsters did last year when they refused to cross the picket during strikes at Stop & Shop organized by the United Food and Commercial Workers. The **inclusion of the right to strike** in solidarity with other unions in some Teamster contracts hearkens back to a legacy of labor militancy. It would also end the misclassification of workers as “independent contractors” using an ‘ABC’ test to determine whether they are genuinely independent businesspeople. The PRO Act would set deadlines for workers to secure agreement on a first contract, overcoming a stalling tactic employers use to undermine unionizing efforts, and set up mediation to resolve disputes with employers. To discourage union-busting, it would ban employers from coercing workers from signing away their right to pursue litigation and prohibit permanently replacing workers who have gone on strike with strikebreakers. It also bars employers from forcing workers to attend “captive audience” meetings to discourage unionization and imposes stiff penalties on employers who violate workers’ rights. These practices are common. Unions charge employers with violating federal law in 41.5 % of all union-election campaigns, according to a study by the Economic Policy Institute (EPI), a left-leaning think tank. “Given the data on employer conduct during union elections, it stands to reason that enabling workers to avoid a rigged process and win a union would make a difference in union density,” said EPI director of government affairs Celine McNicholas. “This is especially true when you consider how many private-sector workers say they would want a union if they could win one in their workplace.” Nearly 50 percent of all nonunion workers say they would vote for a union if given the chance, one recent poll found. The most recent Gallup poll shows that 65 percent of Americans have a favorable view of unions. “Labor law is broken, often making the NLRB election process a hellish gauntlet for workers who want to form a union," said Daisy Pitkin, UNITE HERE’s laundry organizing director in Arizona from 2002 to 2009. “In order for workers to make it through that gauntlet, they and the union they're building have to be really strong to withstand the company’s attacks.” “Industrial laundries are dangerous places to work," Pitkin continued. "Workers are routinely injured and burned by machinery, and in the factories that wash hospital linen, they are exposed to bodily fluids and waste, surgical tools, fluids bags and the like.” One Phoenix hospital laundry the union was trying to organize, Sodexho Commercial Linen Exchange, was charged by the NLRB with 22 separate violations, according to Pitkin. Sodexho – now known as Sodexo – is a major international services chain, with contracts ranging from serving cafeteria food in colleges to prisons. The union was able to provide enough evidence of unfair labor practice violations, including firing workers during organizing drives, surveillance and other intimidation tactics, that the NLRB issued a Gissel bargaining order, forcing the employer to recognize and bargain with the union. Pitkin led organizing campaigns at nine industrial laundries across Arizona alongside “mainly women workers in this deep-red, right-to-work, Arpaio country,” referring to Sheriff of Maricopa County Joe Arpaio, the neo-fascist blowhard nationally known for blustering displays of cruelty to immigrants and incarcerated people. UNITE HERE organized three by card check, another after workers went on a spontaneous strike due to safety concerns, and five through drawn-out elections. Ultimately, it was able to claim 65% percent union density in the state’s industrial-laundry sector. “Our theory was that if we could organize midrange companies, then clean up the market by going after the smaller, local and regional players, we could raise industry standards for wages and health and safety even before organizing the big national and international corporations,” said Pitkin. "This partially proved true: when we got to above 50% density, we were able to bring the floor up for wages across the state." The challenge has been less workers’ lack of interest in joining a union than the roadblocks making it difficult to do so. For the last decade, the labor movement has tried to remove these barriers, but largely failed. The PRO Act’s key **provisions** are a **throwback to** Sen. Bernie Sanders’ **W**orkplace **D**emocracy **A**ct, which would have repealed state "right-to-work" laws that drain union coffers by allowing non-union members to benefit from the benefits of union representation, or “free ride,” without paying dues. The Employee Free Choice Act (**EFCA**), which **died** **in the Senate** during President Barack Obama’s first term, **had** **similar potential to** **increase union membership**, as it would have enabled workers to get union representation if a majority signed union cards (“card check”) rather than through an election. It **died because** **Obama was unwilling to put p**olitical **c**apital **behind it to overcome opposition from Republicans and center-right Democrats.** “**EFCA was very close to becoming law**. At the end of the day, in my view, the **Obama** administration **did not put** the **necessary p**olitical **c**apital **into securing its passage**,” said EPI's McNicholas. “The Obama administration **decided to focus on** ‘**bipartisan’** and ‘reach across the aisle’ type **solutions** to the 2008 financial crisis, and thus **didn't care** about EFCA in the face of the anti-EFCA mobilization **by strong ‘antis’** like the Chamber of Commerce,” says Susan Kang, a professor of political science at John Jay College who studies political economy, labor, and human rights. “Basically, labor was swept aside by the Obama administration … at the exact moment when he had the strongest mandate and political capital.” Another issue, said Patrick Burke, an organizer with United Auto Workers Local 2322 in Massachusetts, was that EFCA's card-check provisions, when framed as a replacement for elections, “became very easy to demonize and difficult to explain to people not already familiar with labor law.” “The short story is that the EFCA was **doomed from** a few **moderate Dems not being willing to go through** with card check once actually in power to enact it. The long story is that the labor movement's disappearance from the ‘adult table’ of Democratic politics has cyclical downward effects. They're less able to convince Dems to go out on the limb for them and to prioritize their legislative requests,” said Brandon Magner, a labor lawyer in Indiana. Despite a history of betrayal and rejection, labor and immigrant rights organizations, coalesced around Biden, a self-professed “union guy,” after the primaries and helped deliver him to the White House in the hope that doing so would lead to executive action on immigration and labor law reform. “We call on Congress to pass and Biden to sign the Protecting the Right to Organize (PRO) Act early in 2021 to make sure every worker who wants to form or join a union is able to do so freely and fairly,” AFL-CIO President Richard Trumka said in a statement after the election. But union organizers, researchers, and labor lawyers see dim prospects for winning significant labor reform during the Biden administration.

#### **BBB wins the US the Tech Competition Race.**

Prins 21 Nomi Prins 3-15-2021 “Infrastructure Should Be the Great Economic Equalizer” <https://truthout.org/articles/infrastructure-should-be-the-great-economic-equalizer/> (former managing director at Goldman Sachs and author of All the Presidents’ Bankers and Collusion: How Central Bankers Rigged the World, due to be released in paperback on May 7.)//Elmer

Prins 3-15 (Nomi Prins is a former managing director at Goldman Sachs and author of All the Presidents’ Bankers and Collusion: How Central Bankers Rigged the World, due to be released in paperback on May 7. She served on Sen. Bernie Sanders’s Federal Reserve Reform Advisory Council. "Infrastructure Should Be the Great Economic Equalizer" 3/15/21 <https://truthout.org/articles/infrastructure-should-be-the-great-economic-equalizer/> NL)

**Infrastructure as an International Race for Influence** In an [interview with CNBC](https://www.cnbc.com/2021/02/18/cnbc-exclusive-cnbc-transcript-united-states-treasury-secretary-janet-yellen-speaks-with-cnbcs-closing-bell-today.html) in February 2021, after being confirmed as the first female treasury secretary, Janet Yellen stressed the crucial need not just for a Covid-19 stimulus relief but for a sustainable infrastructure one as well. As part of what the **Biden** administration has labeled its **“**[**Build Back Better**](https://joebiden.com/build-back-better/)**” agenda**, she **underscored** the “**long-term structural problems in the U.S. economy** that have resulted in inequality [and] slow productivity growth.” She also highlighted how **a major** new **focus on clean-energy investments could make** the **economy more competitive globally**. When it comes to **infrastructure and sustainable development** efforts, the **U.S. is being left in the dust** **by** its primary **economic rivals**. Following his first phone call with Chinese President **Xi** Jinping, President Biden [noted](https://www.bbc.com/news/business-56036245) to a group of senators on the Environment and Public Works Committee that, “if we don’t get moving, they are going to eat our lunch.” He went on to say, “They’re **investing** **billions** of dollars dealing with a whole range of issues that relate to transportation, the environment, and a whole range of other things. We just have to step up.” As this country, deep in partisan gridlock, **stalls on infrastructure** measures of any sort, its **global competitors** are **proceeding full speed** ahead. Having helped to jumpstart its economy with projects like high-speed railways and massive new bridges, **China** is now **accelerating** its efforts to further develop its **technological infrastructure**. As Bloomberg [reported](https://www.bloomberg.com/news/articles/2020-05-20/china-has-a-new-1-4-trillion-plan-to-overtake-the-u-s-in-tech), the Chinese are focused on supporting the build-up of “everything from wireless networks to artificial intelligence. In the master plan backed by President Jinping himself, China will invest an estimated $1.4 trillion over six years” in such projects.

#### Losing causes extinction - uncontrolled risks from emerging tech cause rapid shifts in strategic stability and misuse - American dominance is key.

Jain **’20** [Ash; 2020; Senior fellow with the Scowcroft Center for Strategy and Security; Strategic Studies Quarterly; “Present at the Re-Creation: A Global Strategy for Revitalizing, Adapting, and Defending a Rules-Based International System,” <https://www.atlanticcouncil.org/wp-content/uploads/2019/10/Present-at-the-Recreation.pdf>]

The system must also be adapted to deal with new issues that were not envisioned when the existing order was designed. Foremost among these issues is emerging and disruptive technology, including AI, additive manufacturing (or 3D printing), quantum computing, genetic engineering, robotics, directed energy, the Internet of things (IOT), 5G, space, cyber, and many others. Like other disruptive technologies before them, these innovations promise great benefits, but also carry serious downside risks. For example, AI is already resulting in massive efficiencies and cost savings in the private sector. Routine tasks and other more complicated jobs, such as radiology, are already being automated. In the future, autonomous weapons systems may go to war against each other as human soldiers remain out of harm’s way. Yet, AI is also transforming economies and societies, and generating new security challenges. Automation will lead to widespread unemployment. The final realization of driverless cars, for example, will put out of work millions of taxi, Uber, and long-haul truck drivers. Populist movements in the West have been driven by those disaffected by globalization and technology, and mass unemployment caused by automation will further grow those ranks and provide new fuel to grievance politics. Moreover, some fear that autonomous weapons systems will become “killer robots” that select and engage targets without human input, and could eventually turn on their creators, resulting in human extinction. The other technologies on this lisgt similarly balance great potential upside with great downside risk. 3D printing, for example, can be used to “make anything anywhere,” reducing costs for a wide range of manufactured goods and encouraging a return of local manufacturing industries.61 At the same time, advanced 3D printers can also be used by revisionist and rogue states to print component parts for advanced weapons systems or even WMD programs, spurring arms races and weapons proliferation.62 Genetic engineering can wipe out entire classes of disease through improved medicine, or wipe out entire classes of people through genetically engineered superbugs. Directed-energy missile defenses may defend against incoming missile attacks, while also undermining global strategic stability. Perhaps the greatest risk to global strategic stability from new technology, however, comes from the risk that revisionist autocracies may win the new tech arms race. Throughout history, states that have dominated the commanding heights of technological progress have also dominated international relations. The United States has been the world’s innovation leader from Edison’s light bulb to nuclear weapons and the Internet. Accordingly, stability has been maintained in Europe and Asia for decades because the United States and its democratic allies possessed a favorable economic and military balance of power in those key regions. Many believe, however, that China may now have the lead in the new technologies of the twenty-first century, including AI, quantum, 5G, hypersonic missiles, and others. If China succeeds in mastering the technologies of the future before the democratic core, then this could lead to a drastic and rapid shift in the balance of power, upsetting global strategic stability, and the call for a democratic- led, rules-based system outlined in these pages.63 The United States and its democratic allies need to work with other major powers to develop a framework for harnessing emerging technology in a way that maximizes its upside potential, while mitigating against its downside risks, and also contributing to the maintenance of global stability. The existing international order contains a wide range of agreements for harnessing the technologies of the twentieth century, but they need to be updated for the twenty-first century. The world needs an entire new set of arms-control, nonproliferation, export-control, and other agreements to exploit new technology while mitigating downside risk. These agreements should seek to maintain global strategic stability among the major powers, and prevent the proliferation of dangerous weapons systems to hostile and revisionist states.

# 3

#### Right to Strike has unintended effects that threaten growth and business confidence – concession in cx.

Tenza 20, Mlungisi. "The effects of violent strikes on the economy of a developing country: a case of South Africa." Obiter 41.3 (2020): 519-537. (lecturer in the field of Labour Law at the School of Law. He holds a LLM Degree.)//Elmer

2 BACKGROUND When South Africa obtained democracy in 1994, there was a dream of a better country with a new vision for industrial relations.5 However, the number of **violent strikes** that have bedevilled this country in recent years seems to have **shattered-down** the **aspirations of a better South Africa**. South Africa recorded 114 strikes in 2013 and 88 strikes in 2014, which **cost** the country about **R6.1 billion** according to the Department of Labour.6 The impact of these strikes has been hugely felt by the mining sector, particularly the platinum industry. The biggest strike took place in the platinum sector where about 70 000 mineworkers’ downed tools for better wages. Three major platinum producers (Impala, Anglo American and Lonmin Platinum Mines) were affected. The strike started on 23 January 2014 and ended on 25 June 2014. Business Day reported that “the five-month-long strike in the platinum sector pushed the economy to the brink of recession”. 7 This strike was closely followed by a four-week strike in the metal and engineering sector. All these strikes (and those not mentioned here) were characterised with violence accompanied by damage to property, intimidation, assault and sometimes the killing of people. Statistics from the metal and engineering sector showed that about 246 cases of intimidation were reported, 50 violent incidents occurred, and 85 cases of vandalism were recorded.8 Large-scale unemployment, soaring poverty levels and the dramatic income inequality that characterise the South African labour market provide a broad explanation for strike violence.9 While participating in a strike, workers’ stress levels leave them feeling frustrated at their seeming powerlessness, which in turn provokes further violent behaviour.10 These **strikes** are not only violent but **take long to resolve**. Generally, a lengthy strike has a **negative effect on employment**, **reduces business confidence** **and increases the risk of economic stagflation**. In addition, such strikes have a **major setback on** the growth of the economy and **investment opportunities**. It is common knowledge that consumer spending is directly linked to economic growth. At the same time, if the economy is not showing signs of growth, employment opportunities are shed, and poverty becomes the end result. The economy of South Africa is in need of rapid growth to enable it to deal with the high levels of unemployment and resultant poverty. One of the measures that may boost the country’s economic growth is by attracting potential investors to invest in the country. However, this might be difficult as **investors** would want to invest in a country where there is a likelihood of getting returns for their investments. The wish of getting returns for investment **may not materialise** **if the labour environment** **is not fertile** for such investments **as a result** **of**, for example, **unstable labour relations**. Therefore, investors may be reluctant to invest where there is an unstable or fragile labour relations environment. 3 THE COMMISSION OF VIOLENCE DURING A STRIKE AND CONSEQUENCES The Constitution guarantees every worker the right to join a trade union, participate in the activities and programmes of a trade union, and to strike. 11 The Constitution grants these rights to a “worker” as an individual.12 However, the right to strike and any other conduct in contemplation or furtherance of a strike such as a picket13 can only be exercised by workers acting collectively.14 The right to strike and participation in the activities of a trade union were given more effect through the enactment of the Labour Relations Act 66 of 199515 (LRA). The main purpose of the LRA is to “advance economic development, social justice, labour peace and the democratisation of the workplace”. 16 The advancement of social justice means that the exercise of the right to strike must advance the interests of workers and at the same time workers must refrain from any conduct that can affect those who are not on strike as well members of society. Even though the right to strike and the right to participate in the activities of a trade union that often flow from a strike17 are guaranteed in the Constitution and specifically regulated by the LRA, it sometimes happens that **the right to strike is exercised** **for purposes not intended** by the Constitution and the LRA, generally. 18 For example, it was not the intention of the Constitutional Assembly and the legislature that violence should be used during strikes or pickets. As the Constitution provides, pickets are meant to be peaceful. 19 Contrary to section 17 of the Constitution, the conduct of workers participating in a strike or picket has changed in recent years with workers trying to emphasise their grievances by causing disharmony and chaos in public. A media report by the South African Institute of Race Relations pointed out that between the years 1999 and 2012 there were 181 strike-related deaths, 313 injuries and 3,058 people were arrested for public violence associated with strikes.20 The question is whether employers succumb easily to workers’ demands if a strike is accompanied by violence? In response to this question, one worker remarked as follows: “[T]here is no sweet strike, there is no Christian strike … A strike is a strike. [Y]ou want to get back what belongs to you ... you won’t win a strike with a Bible. You do not wear high heels and carry an umbrella and say ‘1992 was under apartheid, 2007 is under ANC’. You won’t win a strike like that.” 21 The use of violence during industrial action **affects** not only the strikers or picketers, the **employer** and his or her **business** but it also affects **innocent members of the public**, **non-striking employees**, the **environment** **and the economy at large**. In addition, striking workers visit non-striking workers’ homes, often at night, threaten them and in some cases, assault or even murder workers who are acting as replacement labour. 22 This points to the fact that for many workers and their families’ living conditions remain unsafe and vulnerable to damage due to violence. In Security Services Employers Organisation v SA Transport & Allied Workers Union (SATAWU),23 it was reported that about 20 people were thrown out of moving trains in the Gauteng province; most of them were security guards who were not on strike and who were believed to be targeted by their striking colleagues. Two of them died, while others were admitted to hospitals with serious injuries.24 In SA Chemical Catering & Allied Workers Union v Check One (Pty) Ltd,25 striking employees were carrying various weapons ranging from sticks, pipes, planks and bottles. One of the strikers Mr Nqoko was alleged to have threatened to cut the throats of those employees who had been brought from other branches of the employer’s business to help in the branch where employees were on strike. Such conduct was held not to be in line with good conduct of striking.26

#### Lower wages, bankruptcies, and lockouts outweigh the gains of unions – labor laws can’t help workers, only a stronger economy can – turns case.

Epstein ‘20

[The Decline Of Unions Is Good News, <https://www.hoover.org/research/decline-unions-good-news>, January 27 2020, Richard Epstein, Richard A. Epstein, the Peter and Kirsten Bedford Senior Fellow at the Hoover Institution, is the Laurence A. Tisch Professor of Law, New York University Law School, and a senior lecturer at the University of Chicago.] [SS]

All of these pro-union critiques miss the basic point that **the decline of union power is good** news, not bad. That conclusion is driven not by some insidious effort to stifle the welfare of workers, but by the simple and profound point that **the greatest protection for workers lies in a competitive economy** that opens up more doors than it closes. **The only way to achieve that** result **is by slashing** the various **restrictions that prevent job formation**, as Justin Haskins of the Heartland Institute notes in a recent article at The Hill. The central economic insight is that jobs get created only when there is the prospect of gains from trade. Those gains in turn are maximized by cutting the multitude of regulations and taxes that do nothing more than shrink overall wealth by directing social resources to less productive ends. President Trump is no master of transaction-cost economics, and he has erred in using tariffs as an impediment to foreign trade. But give the devil his due, for on the domestic front he has repealed more regulations than he has imposed and lowered overall tax rates, especially at the corporate level. During the 2016 election, President Obama chided Trump by saying: “He just says, ‘Well, I’m going to negotiate a better deal.’ Well, what, how exactly are you going to negotiate that? What magic wand do you have? And usually the answer is, he doesn’t have an answer.” This snarky remark reveals Obama’s own economic blindness. The gains in question don’t come from any “negotiations.” And they don’t require any “magic wand.” They come from unilateral government decisions that allow for private parties on both sides of a transaction to negotiate better deals for themselves. True to standard classical liberal principles, the market has responded to lower transaction costs with improvements that Obama, as President, could only have dreamed of creating. Overall job growth was 5.53 million jobs between 2007 and 2017. But new job creation has exceeded 7 million in the first three years of the Trump administration. In addition, the sharp decline in manufacturing jobs that started in the late Clinton years and which continued throughout the Obama years has also been reversed. Over 480,000 manufacturing jobs have been added to the economy since Trump took office, compared to the 300,000 manufacturing jobs lost in the eight years under Obama. Happily, the distribution of these jobs has been widespread, causing drops in Hispanic and African unemployment levels to 3.9 percent and 5.5. percent respectively, both new lows. Basic neoclassical theory predicts that regulatory burdens hit lowest paid workers the hardest. Hence, the removal of those burdens gives added pop to their opportunities and to the economy at large. Trump’s domestic labor performance is even better than these numbers suggest. Too many state-level initiatives hurt employment, like raising the minimum wage or imposing foolish legislation such as California’s Assembly Bill 5, which takes aim at the gig economy. The surest way to improve the situation is to repeal these regulations en masse. But progressive prescriptions to strengthen unions cut in exactly the wrong direction. **Unions are monopoly institutions that raise wages through** collective **bargaining, not productivity improvements.** The **ensuing higher labor cost**s, higher costs of negotiating collective bargaining agreements, **and** higher **labor market uncertainty** all **undercut the gains to union workers** just as they **magnify losses to nonunion employers**, as well as to the **shareholders, suppliers, and customers** of these unionized firms. **They** also **increase** the market disruption from strikes, **lockouts, or** firm **bankruptcies** whenever unions or employers overplay their hands in negotiation. **These net losses** in capital values **reduce** the **pension** fund values of unionized and nonunionized workers alike. **Employers are right to oppose unionization by** any means within the **law,** because any **gains** for union workers **come at the expense of everyone else.** Of course, the best way for employers to proceed would be to seek efficiency gains by encouraging employee input into workplace operations—firms are quite willing to pay for good suggestions that lower cost or raise output. But such direct communications between workers and management are blocked by Section 8(a)(2) the National Labor Relations Act (NLRA), which mandates strict separation between workers and firms. This lowers overall productivity and often prevents entry-level employees from rising through the ranks. So what then could justify this inefficient provision? One common argument is that unions help reduce the level of income inequality by offering union members a high living wage, as seen in the golden age of the 1950s. But that argument misfires on several fronts. Those **high union wages could not survive in the face of foreign competition or new nonunionized firms.** The only way a **union** can provide gains for its members is to **extract some fraction of** the **profits** that firms enjoy when they hold monopoly positions. **When tariff barriers are lowered** and domestic markets are deregulated, as with the airlines and telecommunications industries, the size of **union gains go down.** Thus **the sharp decline in union membership** from 35 percent in both 1945 and 1954 to about 15 percent in 1985 led to no substantial increase in the fraction of wealth earned by the top 10 percent of the economy during that period. However, **the income share of the top ten percent rose** to about 40 percent over the next 15 years as union membership fell to below 10 percent by 2000. But don’t be fooled—**that 5 percent change in union membership cannot drive widespread inequality** for the entire population, which is also affected by a rise in the knowledge economy as well as a general aging of the population. The far more **powerful distributive effects are likely to be** those **from nonunion workers** whose job prospects within a given firm have been compromised by higher wages to union workers. **It is even less clear that** the proposals of progressives like Sanders, Warren, and Buttigieg to revamp the **labor rules would reverse the decline of unions**. Not only is the American labor market more competitive, but **the work place is no longer dominated by large industrial assembly lines** *w*here workers remain in their same position for years. Today, **workforces are far more heterogeneous** and labor turnover is far higher. It is therefore much more difficult for a union to organize a common front among workers with divergent interests. **Employers,** too, **have become much more adept at resisting unionization in ways that no set of labor laws can capture**. It is no accident that plants are built in states like Tennessee and Mississippi, and that facilities are designed in ways to make it more difficult to picket or shut down. None of these defensive maneuvers would be necessary if, as I have long advocated, firms could post notices announcing that they will not hire union members, as they could do before the passage of the NLRA. Such changes to further weaken unions won’t happen all at once. But turning the clock back to **increase union power is not the answer**. It will only cripple the very workers whom those actions are intended to help.

#### Economic decline results in multilateral breakdown that causes state collapse, conflict, climate change, and Arctic and Space War and extinction.

McLennan 21 – Strategic Partners Marsh McLennan SK Group Zurich Insurance Group, Academic Advisers National University of Singapore Oxford Martin School, University of Oxford Wharton Risk Management and Decision Processes Center, University of Pennsylvania, “The Global Risks Report 2021 16th Edition” “http://www3.weforum.org/docs/WEF\_The\_Global\_Risks\_Report\_2021.pdf //Re-cut by Elmer

Forced to choose sides, governments may face **economic** or diplomatic **consequences**, as proxy disputes play out in control over economic or geographic resources. The deepening of geopolitical fault lines and the lack of viable middle power alternatives make it harder for countries to cultivate connective tissue with a diverse set of partner countries based on mutual values and maximizing efficiencies. Instead, networks will become thick in some directions and non-existent in others. The COVID-19 crisis has amplified this dynamic, as digital interactions represent a “huge loss in efficiency for diplomacy” compared with face-to-face discussions.23 With some **alliances weakening**, diplomatic relationships will become more unstable at points where superpower tectonic plates meet or withdraw. At the same time, without superpower referees or middle power enforcement, global **norms** may **no longer govern** state **behaviour**. Some governments will thus see the solidification of rival blocs as an opportunity to engage in regional posturing, which will have destabilizing effects.24 Across societies, domestic discord and **economic crises will** **increase** the risk of **autocracy**, **with corresponding** **censorship, surveillance**, restriction of movement and abrogation of rights.25 Economic crises will also amplify the **challenges for middle power**s as they navigate geopolitical competition. **ASEAN countries, for example, had offered a potential new manufacturing base as the United States and China decouple, but the pandemic has left these countries strapped for cash to invest in the necessary infrastructure and productive capacity.26** Economic fallout is pushing many countries to debt distress (see Chapter 1, Global Risks 2021). While G20 countries are supporting debt restructure for poorer nations,27 larger economies too may be at **risk of default** in the longer term;28 this would **leave them further stranded**—**and unable to exercise leadership—on the global stage**. Multilateral meltdown **Middle power weaknesses** will be **reinforced** in weakened institutions, which may translate to **more uncertainty and lagging progress on shared global challenges such as climate change**, **health, poverty reduction and technology governance**. In the absence of strong regulating institutions, **the Arctic and space represent new realms for** potential **conflict** as the superpowers and middle powers alike compete to extract resources and secure strategic advantage.29 If the global superpowers continue to accumulate economic, military and technological power in a zero-sum playing field, some middle

#### Econ decline turns income inequality.

Kuhn et. al ‘18

[Research: How the Financial Crisis Drastically Increased Wealth Inequality in the U.S. by Moritz Kuhn, Moritz Schularick, and Ulrike Steins, <https://hbr.org/2018/09/research-how-the-financial-crisis-drastically-increased-wealth-inequality-in-the-u-s>, September 13 2018] [SS]

We live in unequal times. The causes and consequences of widening disparities in income and wealth have become a defining debate of our age. Researchers have made major inroads into documenting trends in either income or wealth inequality in the United States, but we still know little about how the two evolve together — an important question to understand the causes of wealth inequality. We do know that asset prices have been a key determinant of inequality in postwar America, based on our recent research. Although income inequality has been on the rise for decades, wealth inequality hadn’t changed much until more recently. Why not? Our research demonstrates that wealthier and less-wealthy people own different types of assets: the middle class has a higher share of its wealth in housing, whereas the rich own more stock. An important consequence of this finding is that housing booms lead to wealth gains for leveraged middle-class households and tend to decrease wealth inequality. Stock market booms primarily boost the wealth at the top of the wealth distribution where portfolios are dominated by listed and unlisted business equity, thereby, increasing wealth inequality. The existence of these different portfolios means that wealth inequality is essentially a race between the housing market and the stock market. Over extended periods in postwar American history, that race has been the predominant driver of shifts in the U.S. distribution of wealth. Our research required substantial preparatory work because data to study this question over the long run did not exist. We overcame this challenge by compiling the Historical Survey of Consumer Finances (HSCF) — new data for long-run inequality research in the United States. With the dataset in hand, we first documented that investment portfolios differ systematically along the wealth distribution. While the portfolios of rich households are dominated by corporate and non-corporate equity, the portfolio of a typical middle-class household is highly concentrated in residential real estate and, at the same time, highly leveraged. These portfolio differences are very persistent over time. This pattern implies that asset price changes shape the wealth distribution and can decouple trends in income and wealth inequality for extended periods of time. When asset prices rise, wealth grows even without savings by households, and hence, can compensate for the effects that low income growth and declining savings rates have on wealth accumulation. We document that such a decoupling existed for the four decades before the Financial Crisis. During that time, the middle class rapidly lost ground to the top 10% with respect to income but, by and large, maintained its wealth share thanks to substantial gains in housing wealth. While incomes of the top 10% more than doubled since 1971, the incomes of middle-class households increased by less than 40% and incomes in the bottom 50% stagnated in real terms. When it comes to wealth, the picture is different. For the bottom 50%, wealth doubled between 1971 and 2007 despite zero income growth. For the middle class and the top 10%, wealth grew at approximately the same rate, rising by a factor of 2.5 resulting in a decoupling of income and wealth inequality for 40 years. For the bottom 90%, asset price changes were particularly important, accounting for the dominant part of their wealth growth before the start of the global crisis in 2008. We estimate that between 1971 and 2007, the bottom 50% had wealth growth of 97% purely because of asset price changes — essentially their wealth doubled before taking into account any saving. The upper half of the distribution registered wealth gains of roughly 60% because of rising asset prices. Politically, it’s conceivable that these large wealth gains for the middle- and lower-middle class helped to dispel discontent about stagnant incomes for some time. Then the financial crisis happened. When house prices collapsed in 2008, the value of middle-class households’ portfolios dropped substantially, while the quick rebound in stock markets boosted wealth at the top. Due to their heavy investment in equities, the top 10% wealthiest households were the main beneficiary from the stock market boom while being at the same time relatively less affected by the drop in residential real estate prices. The consequence of substantial wealth losses at the bottom and in the middle of the distribution coupled with wealth gains at the top produced the largest spike in wealth inequality in postwar American history. And without housing prices keeping Americans’ wealth growing, the rising inequality that had been happening in income for decades was suddenly much more noticeable. Our research also studies the racial divide in wealth. When it comes to the financial situations of households in the U.S., race remains a major dividing line. The HSCF data provide a new perspective on the long-run evolution of racial wealth inequality, which had been uncharted territory until now, as long-run data were simply not available. Racial disparities in income today are as big as they were in the pre-civil rights era. In 1950, the income of the median white household was about twice as high as the income of the median black household. In 2016, black household income is still only half of the income of white households. The racial wealth gap is even wider than the income gap and is still as large as it was in the 1950s and 1960s. The median black household has less than 15% of the wealth of the median white household. The financial crisis has hit black households particularly hard and has undone the little progress that had been made in reducing the racial wealth gap during the 2000s. The overall summary is bleak. We document that over seven decades, next to no progress has been made in closing the black-white income gap. The racial wealth gap is persistent and a stark fact of postwar America. The typical black household remains poorer than 80% of white households. Changes in American wealth inequality over the last 70 years were dominated by a race between the stock market and the housing market. Our results suggest that asset price dynamics and portfolio allocation should enter the center stage for the future research on the sources and dynamics of wealth inequality. And the financial crisis should be considered a definitive moment in the rise of wealth inequality within America.

# 4

#### Text – The United States ought to recognize a Right to Strike for all non-Hospital workers.

#### Hospital Strikes are devastating to public health infrastructure and patient care and sky-rocket costs – hospital strikes are relatively low now but the Plan green-lights more aggressive Strike actions.

Masterson 17 Les Masterson 8-15-2017 "Nursing strikes can cause harm well beyond labor relations" <https://www.healthcaredive.com/news/nursing-strikes-can-cause-harm-well-beyond-labor-relations/447627/> (Senior Managing Editor at Quinstreet)//Elmer

Officials said the lockout was required because they needed to give at least five-day contracts to 320 temporary nurses brought in to fill the gap. The nurses are back on the job now without a new contract, but the strike and subsequent lockout got the public’s attention. **Hospital strikes aren't** that **common** — usually, the sides agree to a new contract. Strikes or threatened strikes in recent years have typically involved conflicts over pay, benefits and staff workloads. **When strikes do happen**, however, **they can hurt a hospital’s reputation, finances and patient care**. Strike’s effect on patient safety A **study** on nurses’ strikes in New York **found** that labor actions have a temporary **negative effect on** a hospital’s **patient safety**. Study authors Jonathan Gruber and Samuel A. Kleiner found that nurses’ strikes **increased** **in-patient mortality by 18.3%** **and 30-day readmission by 5.7%** for patients admitted during the strike. **Patients admitted during a strike got a lower quality of care, they wrote.** “We show that this deterioration in outcomes occurs only for those patients admitted during a strike, and not for those admitted to the same hospitals before or after a strike. And we find that these changes in outcomes are not associated with any meaningful change in the composition of, or the treatment intensity for, patients admitted during a strike,” they said. They said a possible reason for the lower quality is fewer major procedures performed during a strike, which could lead partially to diminished outcomes. The study authors found that **patients that need the most** nursing **care** **are** **the ones who make out worst during strikes.** “We find that patients with particularly nursing-intensive conditions are more susceptible to these strike effects, and that hospitals hiring replacement workers perform no better during these strikes than those that do not hire substitute employees,” they wrote. Allina Health’s Abbott Northwestern Hospital in Minneapolis faced a patient safety issue during a strike last year that resulted in the CMS placing the hospital in “immediate jeopardy” status after a medication error. A replacement nurse administered adrenaline to an asthmatic patient through an IV rather than into the patient’s muscle. The patient, who was in the emergency room (ER), wound up in intensive care for three days because of the error. Allina said the error was not the nurse’s fault, but was the result of a communication problem. The CMS accepted the hospital plan of correction, which included having a nurse observer when needed and retraining ER staff to repeat back verbal orders. A strike’s financial impact **Hospitals** also **take** a **financial hit during strikes.** **Even the threat of** a **one- or two-day nurse strike** **can cost a hospital millions.** **Bringing in** hundreds or **thousands of temporary nurses** from across the country **is costly** for hospitals. They need to advertise the positions, pay for travel and often give bonuses to lure temporary nurses. The most expensive recent nurse strike was when about 4,800 nurses went on strike at Allina Health in Minnesota two times last year. **The two strikes of seven days and 41 days cost the health system $104 million.** The hospital also saw a $67.74 million operating loss during the quarter of those strikes. To find temporary replacements, Allina needed to include enticing offers, such as free travel and a $400 bonus to temporary nurses. Even the threat of a strike can cost millions. Brigham and Women’s **Hospital** in Boston spent more than $8 million and **lost $16 million** in revenue **preparing for a strike** in 2016. The 3,300-nurse union threatened to walk out for a day and much like Tufts Medical Center, Brigham & Women’s said the hospital would lock out nurses for four additional days if nurses took action. At that time, Dr. Ron Walls, executive vice president and chief operating officer at Brigham and Women’s Hospital, said the hospital spent more than $5 million on contracting with the U.S. Nursing Corp. to bring on 700 temporary nurses licensed in Massachusetts. The hospital also planned to cut capacity to 60% during the possible strike and moved hundreds of patients to other hospitals. They also canceled procedures and appointments in preparation of a strike. The Massachusetts Nurses Association and Brigham & Women’s were able to reach a three-year agreement before a strike, but the damage was already done to the hospital’s finances. Richard L. Gundling, senior vice president of healthcare financial practices at Healthcare Financial Management Association, told Healthcare Dive that healthcare organizations need to plan for business continuity in case of an event, such as a labor strike, natural disaster or cyberattack. “Business continuity is directly related to the CFO’s responsibility for maintaining business functions. The plan should include having business continuity insurance in place to replace the loss associated with diminished revenue and increased expenses during the event,” Gundling said. These plans should provide adequate staffing, training, materials, supplies, equipment and communications in case of a strike. Hospitals should also keep payers, financial agencies and other important stakeholders informed of potential issues. “It’s also key to keep financial stakeholders well informed; this includes insurance companies, bond rating agencies, banks, other investors, suppliers and Medicare/Medicaid contractors,” he said. “Business continuity is directly related to the CFO’s responsibility for maintaining business functions. The plan should include having business continuity insurance in place to replace the loss associated with diminished revenue and increased expenses during the event." Richard Gundling Senior vice president of healthcare financial practices, Healthcare Financial Management Association Impact to a hospital’s reputation Hospital strikes, particularly nurses’ strikes, can also wreak havoc on a hospital’s reputation. Nurses are a beloved profession. They work hard, often long hours and don’t make a fortune doing it. The median registered nurses’ salary is about $70,000, according to the Bureau of Labor Statistics.

#### Hospitals are the critical internal link for pandemic preparedness.

Al Thobaity 20, Abdullelah, and Farhan Alshammari. "Nurses on the frontline against the COVID-19 pandemic: an Integrative review." Dubai Medical Journal 3.3 (2020): 87-92. (Associate Professor of Nursing at Taif University)//SJDH

The majority of infected or symptomatic people seek medical treatment in medical facilities, particularly hospitals, as a high number of cases, especially those in critical condition, will have an impact on hospitals [4]. The concept of hospital resilience in disaster situations is defined as the ability to recover from the damage caused by huge disturbances quickly [2]. The resilience of hospitals to pandemic cases depends on the preparedness of the institutions, and not all hospitals have the same resilience. A lower resilience will affect the **sustainability of the health services**. This also affects healthcare providers such as doctors, nurses, and allied health professionals [5, 6]. Despite the impact on healthcare providers, excellent management of a pandemic depends on the level of **preparedness of healthcare providers, including nurses**. This means that if it was impossible to be ready before a crisis or disaster, responsible people will do all but the impossible to save lives.

# Case

#### 90% of their cards are literally from buzzfeed – their uq evidence is from a squid game review

### 1NC – AT: Strikes Good

#### Strikes fail and spark countermobilization.

Grant and Wallace 91 [Don Sherman Grant; Ohio State University; Michael Wallace; Indiana University; “Why Do Strikes Turn Violent?” University of Chicago Press; March 1991; <https://www.jstor.org/stable/pdf/2781338.pdf?refreqid=excelsior%3Aca3144a9ae9e4ac65e285f2c67451ffb>] Justin

\*\*RM = Resource-Mobilization, or Strikes

3. Violent tactics.-Violent tactics are viewed by RM theorists exclu- sively as purposeful strategies by challengers for inciting social change with little recognition of how countermobilization strategies of elites also create violence. The role of elite counterstrategies has been virtually ig- nored in research on collective violence. Of course, history is replete with examples of elites' inflicting violence on challenging groups with the full sanction of the state. Typically, elite-sponsored violence occurs when the power resources and legal apparatus are so one-sidedly in the elites' favor that the outcome is never in doubt. In conflicts with weak insiders, elites may not act so openly unless weak insiders flaunt the law. Typically, elite strategies do not overtly promote violence but rather provoke violence by the other side in hopes of eliciting public condemnation or more vigorous state repression of challenger initiatives. This is a critical dynamic in struggles involving weak insiders such as unions. In these cases, worker violence, even when it appears justified, erodes public support for the workers' cause and damages the union's insider status.

4. Homogeneity and similarity.-Many RM theorists incorrectly as- sume that members of aggrieved groups are homogeneous in their inter- ests and share similar positions in the social structure. This (assumed) homogeneity of interests is rare for members of outsider groups and even more suspect for members of weak-insider groups. Indeed, groups are rarely uniform and often include relatively advantaged persons who have other, more peaceful channels in which to pursue their goals. Internal stratification processes mean that different persons have varying invest- ments in current structural arrangements, in addition to their collective interest in affecting social change. Again, these forces are especially prev- alent for weak insiders: even the group's lowest-status members are likely to have a marginal stake in the system; high-status members are likely to have a larger stake and, therefore, less commitment to dramatic change in the status quo.

Internal differences may lead to fragmentation of interests and lack of consensus about tactics, especially tactics suggesting violent confronta- tion. While group members share common grievances, individual mem- bers may be differentially aggrieved by the current state of affairs or differentially exposed to elite repression. White's (1989) research on the violent tactics of the Irish Republican Army shows that working-class members and student activists, when compared with middle-class partici- pants, are more vulnerable to state-sponsored repression, more likely to be available for protest activities, and reap more benefits from political violence. When we apply them to our study of strike violence, we find that differences in skill levels are known to coincide with major intraclass 1120 Strikes divisions in material interests (Form 1985) and are likely to coincide with the tendency for violent action. For instance, skilled-craft workers, who are more socially and politically conservative than unskilled workers, are less likely to view relations with employers as inherently antagonistic and are prone to separate themselves from unskilled workers, factors that should decrease their participation in violence.

### 1NC – AT: Inequality

#### Link turning inequality:

#### 1] Unions reduce wages for the majority and harm general employment rates – flips their labor shortage links

Hazlitt 19 [Henry Hazlitt; Author on Economics; 12/17/2019; " How Unions Reduce Real Wages"; Mises Institute; https://mises.org/wire/how-unions-reduce-real-wages] //Miller

For more than a century the economic thinking not only of the public but of the majority of economists has been dominated by a myth — the myth that labor unions have been on the whole a highly beneficent institution, and have raised the level of real wages far above what it would have been without union pressure. Many even talk as if the unions had been chiefly responsible for whatever gains labor has made. Yet the blunt truth is that labor unions cannot raise the real wages of all workers. We may go further: the actual policies that labor unions have systematically followed from the beginning of their existence have in fact reduced the real wages of the workers as a whole below what they would otherwise have been. Labor unions are today the chief antilabor force. To realize why this is so we must understand what determines wages in a free market. Wage rates are prices. Like other prices they are determined by supply and demand. And the demand for labor is determined by the marginal productivity of labor. If wage rates go above that level, employers drop their marginal workers because it costs more to employ them than they earn. They cannot long be employed at a loss. If, on the other hand, wage rates fall below the marginal productivity of workers, employers bid against each other for more workers up to the point where there is no further marginal profit in hiring more or bidding up wages more. So assuming mobility of both capital and labor, assuming free competition between workers and free competition between employers, there would be full employment of every person wanting and able to work, and the wage rate of each would tend to equal his marginal productivity. It will be said — it has in fact repeatedly been said — that such an analysis is merely a beautiful abstraction and that in the actual world this mobility and competition of labor and capital do not exist. There is, some economists have argued, in fact a wide range of "indeterminacy" in wages, and it is the function of unions to make sure that wage rates are fixed at the top rather than the bottom of this range or zone. We cannot reply that this indeterminacy theory is wholly wrong; but what we can say is that in relation to the problem of unions it is unimportant. The indeterminacy theory is true of wages only to the extent that it is true of other prices: it is true where the market is narrow or specialized. It is true, say, of highly specialized jobs in journalism, or in the universities, or in scientific research, or in the professions. But wherever we have large numbers of unskilled workers, or large numbers of approximately equal special but widespread skills — such as carpenters, bricklayers, painters, plumbers, printers, train-men, truckdrivers — this zone of indeterminacy shrinks or disappears. It is the craft unions themselves who insist that their individual members are so nearly equal to each other in competence that all should be paid on equal "standard" wage. And so we have the paradox that the unions exist and flourish precisely where they are least necessary to assure that their members get a market wage equal to their marginal productivity. It is true, of course, that an individual union can succeed in forcing the money wage rates of its members above what the free market rate would be. It can do this through the device of a strike, or often merely through the threat of a strike. Now a strike is not, as it is constantly represented as being, merely the act of a worker in "withholding his labor," or even merely a collusion of a large group of workers simultaneously to "withhold their labor" or give up their jobs. The whole point of a strike is the insistence by the strikers that they have not given up their jobs at all. They contend that they are still employees — in fact, the only legitimate employees. They claim an ownership of the jobs at which they refuse to work; they claim the "right" to prevent anybody else from taking the jobs that they have abandoned. That is the purpose of their mass picket lines, and of the vandalism and violence that they either resort to or threaten. They insist that the employer has no right to replace them with other workers, temporary or permanent, and they mean to see to it that he doesn't. Their demands are enforced always by intimidation and coercion, and in the last resort by actual violence. So wherever a union makes a gain by a strike or strike threat, it makes it by forcibly excluding other workers from taking the jobs that the strikers have abandoned. The union always makes its gains at the expense of these excluded workers. Overlooking the Victims It is amazing to find how systematically the self-proclaimed humanitarians, even among professional economists, have managed to overlook the unemployed, or the still more poorly paid workers, who are the victims of the union members' "gains." It is important to keep in mind that the unions cannot create a "monopoly" of all labor, but at best a monopoly of labor in certain specific crafts, firms, or industries. A monopolist of a product can get a higher monopoly price for that product, and perhaps a higher total income from it, by deliberately restricting the supply, either by refusing to produce as much as he can of it, or by withholding part of it, or even by destroying part of it that has already come into existence. But while the unions can and do restrict their membership, and exclude other workers from it, they cannot reduce the total number of workers seeking jobs. Therefore whenever the unions gain higher wage rates for their own members than free competition would have brought, they can do this only by increasing unemployment, or by increasing the number of workers forced to compete for other jobs and so comparatively reducing the wage rates paid for such jobs. All union "gains" (i.e., wage rates above what a competitive free market would have brought) are at the expense of lower wages than otherwise for at least some if not most nonunion workers. The unions cannot raise the average level of real wages; they can at best distort it. As the gains of union workers are made at the expense of nonunion workers, it is instructive to ask what proportion union members constitute of the whole working population. The answer for the United States is that union members now number about 20 million, or not more than 25 percent of the total civilian labor force of 87 million. So the unions are in a distinct minority. This might not be a fact worth emphasizing if there were reason to think that the average earnings of union workers were below the average earnings of nonunion workers. But while statistical comparisons cannot be exact, the evidence is conclusive that the case is the other way round. It is the most skilled occupations that are most unionized. In brief, we have a one-quarter minority of already higher paid union workers exploiting a three-quarters majority consisting mainly of already lower paid nonunion workers. People could save themselves a good deal of misplaced sympathy if next time they read in their newspapers of a strike for a "decent wage," they take the trouble to compare what the strikers were already getting with, say, the official statistics of average wages for all nonagricultural workers. The "gains" of union labor, of course, need not be solely at the expense of nonunion labor; they may be at the expense of some union members themselves. The higher wage rates gained in a particular industry (assuming an elastic demand for its product) will lead to less employment than otherwise in that industry. This may force unemployment on some of the members of the "successful" union. The result may then be that smaller aggregate wages will be paid in that industry than if the higher wage rate had not been successfully imposed. In addition, any union's "gains" (continuing to use "gains" in the sense of any excess over what would have been free-market wage rates) will be at the expense not only of unemployment or lower pay for other workers, but at the expense of consumers, by forcing them to pay higher prices. But as the great bulk of consumers consists of other workers, this means that these gains will be at the expense not only of nonunion workers but also of other union workers. The real wages of the mass of workers are reduced whenever they have to pay higher prices. Once it is clearly recognized that the strike-threat gains of each union are at the expense of all other unions, in forcing their members to pay higher prices for products, the whole myth of "labor solidarity" collapses. It is this myth that has kept the strike-threat system going. It has created sympathy for strikes and tolerance of the public harm they do. The mass of the working population has been taught to believe that all workers should support every strike, no matter how disorderly or for what unreasonable demands, and always to "respect the picket lines," because "Labor's" interests are unified. The success of any strike is thought to help all labor and its failure to hurt all labor. The Great Illusion This is the modern Great Illusion. In fact, each union's extorted "gains," by raising a specific industry's costs and therefore its prices, reduce the real wages of all other workers. The interests of the unions are mutually antagonistic. I have been talking so far about the damage done by strike settlements, or by "gains" extorted under the threat of strikes; I have not yet talked about the damage done by the strike itself. While strikes are ostensibly directed against the employers, most of them are in fact directed against the public. The idea is that if enough hardship is inflicted on the public, then the public will insist that the employer capitulate to the strikers' demands. There are too many instances of this to list. For examples one need not go outside of New York City in recent years. A bus and subway strike. A strike of garbage collectors, bringing filth, stench, and the threat of an epidemic. A strike in late December, 1968, of fuel-oil deliverers and oil-burner repairmen, during an extreme cold spell and flu epidemic, when at least 40,000 persons in thousands of multiple dwellings were reported to be seriously ill and were deprived of heat. A strike of 20,000 employees of the Consolidated Edison Co., which supplies the electric power for New York. Grave-diggers' strikes. Hospital employees' strikes. The chief leverage of the strikers, in securing capitulation to their demands, was the amount of hardship and suffering they were able to inflict, not directly on the employers, but primarily on the public. Yet who are the public? They are in the main other workers, including other union members. They may even be members of the striking union itself and of their families. A striking fuel-oil deliverer's own children, for example, may be sick and shivering because no fuel has been delivered. This is the absurdity of "labor solidarity." This is the folly of a "general strike." Such a strike is suicidal for the workers themselves.

#### 2] Strikes empirically reduce wages, job opportunities, and hurt economic recovery – reject their surface level studies that don’t account for specific factors

Sherk 09 [James Sherk; Bradley Fellow in Labor Policy in the Center for Data Analysis at The Heritage Foundation; 5-21-2009; "What Unions Do: How Labor Unions Affect Jobs and the Economy"; Heritage Foundation; https://www.heritage.org/jobs-and-labor/report/what-unions-do-how-labor-unions-affect-jobs-and-the-economy; 11-16-2021] //Miller

Unions function as labor cartels. A labor cartel restricts the number of workers in a company or industry to drive up the remaining workers' wages, just as the Organization of Petroleum Exporting Countries (OPEC) attempts to cut the supply of oil to raise its price. Companies pass on those higher wages to consumers through higher prices, and often they also earn lower profits. Economic research finds that unions benefit their members but hurt consumers generally, and especially workers who are denied job opportunities. The average union member earns more than the average non-union worker. However, that does not mean that expanding union membership will raise wages: Few workers who join a union today get a pay raise. What explains these apparently contradictory findings? The economy has become more competitive over the past generation. Companies have less power to pass price increases on to consumers without going out of business. Consequently, unions do not negotiate higher wages for many newly organized workers. These days, unions win higher wages for employees only at companies with competitive advantages that allow them to pay higher wages, such as successful research and development (R&D) projects or capital investments. Unions effectively tax these investments by negotiating higher wages for their members, thus lowering profits. Unionized companies respond to this union tax by reducing investment. Less investment makes unionized companies less competitive. This, along with the fact that unions function as labor cartels that seek to reduce job opportunities, causes unionized companies to lose jobs. Economists consistently find that unions decrease the number of jobs available in the economy. The vast majority of manufacturing jobs lost over the past three decades have been among union members--non-union manufacturing employment has risen. Research also shows that widespread unionization delays recovery from economic downturns. Some unions win higher wages for their members, though many do not. But with these higher wages, unions bring less investment, fewer jobs, higher prices, and smaller 401(k) plans for everyone else. On balance, labor cartels harm the economy, and enacting policies designed to force workers into unions will only prolong the recession. Push for EFCA Organized labor's highest legislative priority is the misnamed Employee Free Choice Act (EFCA).[1] This legislation replaces traditional secret-ballot organizing elections with publicly signed cards, allowing union organizers to pressure and harass workers into joining a union. EFCA would also allow the government to impose contracts on newly organized workers and their employers. Both of these changes are highly controversial. Supporters defend EFCA by sidestepping concerns about taking away workers' right to vote. They argue that the bill will make it easier for unions to organize workers. They contend that unions are the path to the middle class and that expanding union membership will raise wages and help boost the economy out of the recession.[2] The official case for EFCA rests on the argument that greater union membership benefits the economy. Opponents of EFCA largely confine their critique to the legislation itself: its undemocratic nature and the problems with giving government bureaucrats the power to dictate work assignments, benefit plans, business operations, and promotion policies. They also argue, however, that increasing union membership will harm the economy.[3] Economists have exhaustively examined what unions do in the economy. When debating EFCA, Congress should look to the body of academic research to determine whether unions help or hurt the economy. Unions in Theory Unions argue that they can raise their members' wages, but few Americans understand the economic theory explaining how they do this. Unions are labor cartels. Cartels work by restricting the supply of what they produce so that consumers will have to pay higher prices for it. OPEC, the best-known cartel, attempts to raise the price of oil by cutting oil production. As labor cartels, unions attempt to monopolize the labor supplied to a company or an industry in order to force employers to pay higher wages.[4] In this respect, they function like any other cartel and have the same effects on the economy. Cartels benefit their members in the short run and harm the overall economy. Imagine that General Motors, Ford, and Chrysler jointly agreed to raise the price of the cars they sold by $2,000: Their profits would rise as every American who bought a car paid more. Some Americans would no longer be able to afford a car at the higher price, so the automakers would manufacture and sell fewer vehicles. Then they would need--and hire--fewer workers. The Detroit automakers' stock prices would rise, but the overall economy would suffer. That is why federal anti-trust laws prohibit cartels and the automakers cannot collude to raise prices. Now consider how the United Auto Workers (UAW)--the union representing the autoworkers in Detroit--functions. Before the current downturn, the UAW routinely went on strike unless the Detroit automakers paid what they demanded-- until recently, $70 an hour in wages and benefits. Gold-plated UAW health benefits for retirees and active workers added $1,200 to the cost of each vehicle that GM produced in 2007.[5] Other benefits, such as full retirement after 30 years of employment and the recently eliminated JOBS bank (which paid workers for not working), added more. Some of these costs come out of profits, and some get passed to consumers through higher prices. UAW members earn higher wages, but every American who buys a car pays more, stock owners' wealth falls, and some Americans can no longer afford to buy a new car. The automakers also hire fewer workers because they now make and sell fewer cars. Unions raise the wages of their members both by forcing consumers to pay more for what they buy or do without and by costing some workers their jobs. They have the same harmful effect on the economy as other cartels, despite benefiting some workers instead of stock owners. That is why the federal anti-trust laws exempt labor unions; otherwise, anti-monopoly statutes would also prohibit union activity. Unions' role as monopoly cartels explains their opposition to trade and competition. A cartel can charge higher prices only as long as it remains a monopoly. If consumers can buy elsewhere, a company must cut its prices or go out of business. This has happened to the UAW. Non-union workers at Honda and Toyota plants now produce high-quality cars at lower prices than are possible in Detroit. As consumers have voted with their feet, the Detroit automakers have been brought to the brink of bankruptcy. The UAW has now agreed to significant concessions that will eliminate a sizeable portion of the gap between UAW and non-union wages. With competition, the union cartel breaks down, and unions cannot force consumers to pay higher prices or capture higher wages for their members. Unions in Practice Economic theory consequently suggests that unions raise the wages of their members at the cost of lower profits and fewer jobs, that lower profits cause businesses to invest less, and that unions have a smaller effect in competitive markets (where a union cannot obtain a monopoly). Dozens of economic studies have examined how unions affect the economy, and empirical research largely confirms the results of economic theory. What follows is a summary of the state of economic research on labor unions. The Appendix summarizes the papers referenced in the main body of this paper. Unions in the Workplace Unionizing significantly changes the workplace in addition to its effects on wages or jobs. Employers are prohibited from negotiating directly with unionized employees. Certified unions become employees' exclusive collective bargaining representatives. All discussions about pay, performance, promotions, or any other working conditions must occur between the union and the employer. An employer may not change working conditions--including raising salaries--without negotiations. Unionized employers must pay thousands of dollars in attorney's fees and spend months negotiating before making any changes in the workplace. Unionized companies often avoid making changes because the benefits are not worth the time and cost of negotiations. Both of these effects make unionized businesses less flexible and less competitive.[6] Final union contracts typically give workers group identities instead of treating them as individuals. Unions do not have the resources to monitor each worker's performance and tailor the contract accordingly. Even if they could, they would not want to do so. Unions want employees to view the union--not their individual achievements--as the source of their economic gains. As a result, union contracts typically base pay and promotions on seniority or detailed union job classifications. Unions rarely allow employers to base pay on individual performance or promote workers on the basis of individual ability.[7] Consequently, union contracts compress wages: They suppress the wages of more productive workers and raise the wages of the less competent. Unions redistribute wealth between workers. Everyone gets the same seniority-based raise regardless of how much or little he contributes, and this reduces wage inequality in unionized companies.[8] But this increased equality comes at a cost to employers. Often, the best workers will not work under union contracts that put a cap on their wages, so union firms have difficulty attracting and retaining top employees.[9] Effect on Wages Unions organize workers by promising higher wages for all workers. Economists have studied the effects of unions on wages exhaustively and have come to mixed conclusions. Numerous economic studies compare the average earnings of union and non-union workers, holding other measurable factors--age, gender, education, and industry--constant. These studies typically find that the average union member earns roughly 15 percent more than comparable non-union workers.[10] More recent research shows that errors in the data used to estimate wages caused these estimates to understate the true difference. Estimates that correct these errors show that the average union member earns between 20 percent and 25 percent more than similar non-union workers.[11] Correlation Is Not Causation But these studies do not show that unionizing would give the typical worker 20 percent higher wages: Correlation does not imply causation. Controlling for factors like age and education, the average worker in Silicon Valley earns more than the average worker in Memphis, but moving every worker in Memphis to Silicon Valley would not raise his or her wages. Workers in Silicon Valley earn more than elsewhere because they have specialized skills and work for high-paying technology companies, not because they picked the right place to live. Similarly, it is not necessarily unions that raise wages. They may simply organize workers who would naturally earn higher wages anyway. Unions do not organize random companies. They target large and profitable firms that tend to pay higher wages. Union contracts also make firing underperforming workers difficult, so unionized companies try to avoid hiring workers who might prove to be underperformers. High-earning workers do not want seniority schedules to hold them back and therefore avoid unionized companies. Estimates from the Same Worker Economists have attempted to correct this problem by examining how workers' wages change when they take or leave union jobs. This controls for unobservable worker qualities such as initiative or diligence that raise wages and may be correlated with union membership--the worker has the same skills whether he belongs to a union or not. These studies typically show that workers' wages rise roughly 10 percent when they take union jobs and fall by a similar amount when they leave those jobs.[12] Data errors become particularly problematic when following workers over time instead of comparing averages across groups. Some economists argue that these errors artificially diminish the union effect.[13] More recent research explicitly correcting for measurement errors has found that taking union jobs causes workers' wages to rise between 8 percent and 12 percent.[14] One Canadian study expressly examined how much of the difference between union and non-union wages was caused by unions and how much came from unmeasured individual skills. Over three-fifths of the higher wages earned by union members came from having more valuable skills, not from union membership itself.[15] Just as the land surrounding Silicon Valley does not itself raise wages, most of the difference between union and non-union wages has little or nothing to do with unions themselves. Wage Changes After Unionization Studies tracking individual workers also do not prove that unionizing necessarily raises wages. Individual data do not account for firm-specific factors, such as large firms both paying higher wages and being targeted more commonly for organizing drives. To discover the causal affect of organizing on wages, researchers compare wage changes at newly organized plants with wage changes at plants where organizing drives failed. Such studies look at the same workers and same plants over time, thereby controlling for many unmeasured effects. These studies come to the surprising conclusion that forming a union does not raise workers' wages.[16] Wages do not rise in plants that unionize relative to plants that vote against unionizing. Several of the authors of these studies have endorsed EFCA, but their research argues that expanding union membership will not raise wages. This should not come as a complete surprise. Unions in competitive markets have little power to raise wages because companies cannot raise prices without losing customers. Additionally, some unions-- such as the Service Employees International Union--have expanded by striking deals promising not to seek wage increases for workers if the employer agrees not to campaign against the union. Total Wage Effects While economic research as a whole does not conclusively disprove that unions raise wages, some studies do come to this conclusion. It is difficult to reconcile these studies with the large body of other research showing that union members earn more than non-union members, or with the strong evidence that unions reduce profits. A better summary of the economic research is that unions do not increase workers' wages by nearly as much as they claim and that, at a number of companies, they do not raise wages at all. Once researchers control for individual ability, unions raise wages between 0 percent and 10 percent, depending on the circumstances of the particular companies and workers. Effect on Businesses Union wage gains do not materialize out of thin air. They come out of business earnings. Other union policies, such as union work rules designed to increase the number of workers needed to do a job and stringent job classifications, also raise costs. Often, unionized companies must raise prices to cover these costs, losing customers in the process. Fewer customers and higher costs would be expected to cut businesses' earnings, and economists find that unions have exactly this effect. Unionized companies earn lower profits than are earned by non-union businesses. Studies typically find that unionized companies earn profits between 10 percent and 15 percent lower than those of comparable non-union firms.[17] Unlike the findings with respect to wage effects, the research shows unambiguously that unions directly cause lower profits. Profits drop at companies whose unions win certification elections but remain at normal levels for non-union firms. One recent study found that shareholder returns fall by 10 percent over two years at companies where unions win certification.[18] These studies do not create controversy, because both unions and businesses agree that unions cut profits. They merely disagree over whether this represents a feature or a problem. Unions argue that they get workers their "fair share," while employers complain that union contracts make them uncompetitive.

#### 3] Unions are inaccessible to minorities – that leads to increasing inequality.

Ahlquist 17 [John; School of Global Policy and Strategy, University of California San Diego; “Labor Unions, Political Representation, and Economic Inequality,” 3/9/17; AnnualReviews; https://www.annualreviews.org/doi/pdf/10.1146/annurev-polisci-051215-023225] Justin

Immigration may exacerbate inequality to the extent that immigrants take jobs for lower wages than native workers do. Immigration may also put pressure on existing unions, since immigrants may be harder to organize owing to linguistic or cultural differences. For these reasons—along with simple prejudice—unions in immigrant-receiving countries, mainly Australia, Canada, and the United States, opposed immigration for several decades. Rosenfeld & Kleykamp (2009) use CPS data to look at the most recent wave of Hispanic immigration and find that Hispanics continue to join unions. They find that Hispanic unionization rates, unlike those for African Americans, can largely be explained by positional factors. Many American unions have recognized that organizing immigrants is crucial to their survival (Milkman 2006), but immigrants’ more precarious job status has made union gains harder to consolidate through the Great Recession (Catron 2013).

The situation for female workers is more complicated. The gendering of employment and the expectation that women would leave the labor force after marriage have long limited women’s access to unionized parts of the economy (Iversen & Rosenbluth 2011). In some

## CT - tech

#### Violent strike efforts are increasing – they slow innovation, specifically in the tech sector.

Hanasoge 16 [Chaithra; Senior Research Analyst, Market Researcher, Consumer Insights, Strategy Consulting; “The Union Strikes: The Good, the Bad and the Ugly,” Supply Wisdom; April/June 2016 (Doesn’t specifically say but this is the most recent event is cites); <https://www.supplywisdom.com/resources/the-union-strikes-the-good-the-bad-and-the-ugly/>] Justin

The result: Verizon conceded to several of the workers’ demands including hiring union workers, protection against outsourcing of call-center jobs, and employee benefits such as salary hikes and higher pension contributions, among others and thus bringing an end to the strike in June.

The repercussion: The strike witnessed several instances of social disorder, violence and clashes, ultimately calling for third party intervention (Secretary of Labor – Thomas Perez) to initiate negotiations between the parties. Also, as a result of the strike, Verizon reported lower than expected revenues in the second quarter of 2016.

Trade unions/ labor unions aren’t just this millennia’s product and has been in vogue since times immemorial. Unions, to ensure fairness to the working class, have gone on strike for better working conditions and employee benefits since the industrial revolution and are as strong today as they were last century. With the advent of technology and advancement in artificial intelligence, machines are grabbing the jobs which were once the bastion of the humans. So, questions that arise here are, what relevance do unions have in today’s work scenario? And, are the strikes organized by them avoidable?

As long as the concept of labor exists and employees feel that they are not receiving their fair share of dues, unions will exist and thrive. Union protests in most cases cause work stoppages, and in certain cases, disruption of law and order. Like in March 2016, public servants at Federal Government departments across Australia went on a series of strikes over failed pay negotiations, disrupting operations of many government departments for a few days.  Besides such direct effects, there are many indirect effects as well such as strained employee relations, slower work processes, lesser productivity and unnecessary legal hassles.

Also, union strikes can never be taken too lightly as they have prompted major overturn of decisions, on a few occasions. Besides the Verizon incident that was a crucial example of this, nationwide strikes were witnessed in India in March and April this year when the national government introduced reforms related to the withdrawal regulations and interest rate of employee provident fund, terming it as ‘anti-working class’. This compelled the government to withhold the reform for further review. In France, strike against labor law reforms in May turned violent, resulting in riots and significant damage to property. The incident prompted the government to consider modifications to the proposed reforms.

However, aside from employee concerns, such incidents are also determined by a number of other factors such as the country’s political scenario, economy, size of the overall workforce and the unions, history of unionization, labor laws, and culture. For example, it is a popular saying that the French are always on strike as per tradition (although recent statistics indicate a decline in frequency). In a communist government like China, strikes have steadily risen in number. In 2015, China Labor Bulletin (CLB), a Hong Kong-based workers’ rights group recorded 2,700 incidents of strikes and protests, compared to 1,300 incidents in 2014. Most of them have stemmed out of failure by the government to respect the basic rights of employees and address labor concerns.

Interestingly, unions have not been able to gain a strong foothold in the IT-BPO industry. While many countries do have a separate union to represent workers from the sector, incidents of strikes like Verizon have been relatively low.  However, workplace regulations, in addition to other factors mentioned could be a trigger for such incidents, even if on a smaller scale. For example, a recent survey that interviewed several BPO employees in India revealed that while forming a union in the BPO sector was difficult, irksome workplace regulations such as constant surveillance, irregular timings and incentives have prompted employees to express their resentment in smaller ways such as corruption of internal servers and so on.  Such risks are further enhanced in a city like Kolkata, which carries a strong trade union culture.

#### Victories like the aff mobilizes unions.

Vynck et al 21 [Gerrit De; Carleton University, BA in Journalism and Global Politics, tech reporter for The Washington Post. He writes about Google and the algorithms that increasingly shape society. He previously covered tech for seven years at Bloomberg News; Nitashu Tiku; Columbia University, BA in English, New York University, MA in Journalism, Washington Post's tech culture reporter based in San Francisco; Macalester College, BA in English, Columbia University, MS in Journalism, reporter for The Washington Post who is focused on technology coverage in the Pacific Northwest; “Six things to know about the latest efforts to bring unions to Big Tech,” The Washington Post; <https://www.washingtonpost.com/technology/2021/01/26/tech-unions-explainer/>] Justin

In response to tech company crackdowns and lobbying, gig workers have shifted their strategy to emphasize building worker-led movements and increasing their ranks, rather than focusing on employment status as the primary goal, says Veena Dubal, a law professor at the University of California Hastings College of the Law in San Francisco. The hope is that with President Biden in the White House and an even split in the Senate, legislators will mobilize at the federal level, through the NLRA or bills such as the PRO Act, to recognize gig worker collectives as real unions.

#### Technological innovation solves every existential threat – which outweighs.

Matthews 18 Dylan. Co-founder of Vox, citing Nick Beckstead @ Rutgers University. 10-26-2018. "How to help people millions of years from now." Vox. https://www.vox.com/future-perfect/2018/10/26/18023366/far-future-effective-altruism-existential-risk-doing-good

If you care about improving human lives, you should overwhelmingly care about those quadrillions of lives rather than the comparatively small number of people alive today. The 7.6 billion people now living, after all, amount to less than 0.003 percent of the population that will live in the future. It’s reasonable to suggest that those quadrillions of future people have, accordingly, hundreds of thousands of times more moral weight than those of us living here today do. That’s the basic argument behind Nick Beckstead’s 2013 Rutgers philosophy dissertation, “On the overwhelming importance of shaping the far future.” It’s a glorious mindfuck of a thesis, not least because Beckstead shows very convincingly that this is a conclusion any plausible moral view would reach. It’s not just something that weird utilitarians have to deal with. And Beckstead, to his considerable credit, walks the walk on this. He works at the Open Philanthropy Project on grants relating to the far future and runs a charitable fund for donors who want to prioritize the far future. And arguments from him and others have turned “long-termism” into a very vibrant, important strand of the effective altruism community. But what does prioritizing the far future even mean? The most literal thing it could mean is preventing human extinction, to ensure that the species persists as long as possible. For the long-term-focused effective altruists I know, that typically means identifying concrete threats to humanity’s continued existence — like unfriendly artificial intelligence, or a pandemic, or global warming/out of control geoengineering — and engaging in activities to prevent that specific eventuality. But in a set of slides he made in 2013, Beckstead makes a compelling case that while that’s certainly part of what caring about the far future entails, approaches that address specific threats to humanity (which he calls “targeted” approaches to the far future) have to complement “broad” approaches, where instead of trying to predict what’s going to kill us all, you just generally try to keep civilization running as best it can, so that it is, as a whole, well-equipped to deal with potential extinction events in the future, not just in 2030 or 2040 but in 3500 or 95000 or even 37 million. In other words, caring about the far future doesn’t mean just paying attention to low-probability risks of total annihilation; it also means acting on pressing needs now. For example: We’re going to be better prepared to prevent extinction from AI or a supervirus or global warming if society as a whole makes a lot of scientific progress. And a significant bottleneck there is that the vast majority of humanity doesn’t get high-enough-quality education to engage in scientific research, if they want to, which reduces the odds that we have enough trained scientists to come up with the breakthroughs we need as a civilization to survive and thrive. So maybe one of the best things we can do for the far future is to improve school systems — here and now — to harness the group economist Raj Chetty calls “lost Einsteins” (potential innovators who are thwarted by poverty and inequality in rich countries) and, more importantly, the hundreds of millions of kids in developing countries dealing with even worse education systems than those in depressed communities in the rich world. What if living ethically for the far future means living ethically now? Beckstead mentions some other broad, or very broad, ideas (these are all his descriptions): Help make computers faster so that people everywhere can work more efficiently Change intellectual property law so that technological innovation can happen more quickly Advocate for open borders so that people from poorly governed countries can move to better-governed countries and be more productive Meta-research: improve incentives and norms in academic work to better advance human knowledge Improve education Advocate for political party X to make future people have values more like political party X ”If you look at these areas (economic growth and technological progress, access to information, individual capability, social coordination, motives) a lot of everyday good works contribute,” Beckstead writes. “An implication of this is that a lot of everyday good works are good from a broad perspective, even though hardly anyone thinks explicitly in terms of far future standards.” Look at those examples again: It’s just a list of what normal altruistically motivated people, not effective altruism folks, generally do. Charities in the US love talking about the lost opportunities for innovation that poverty creates. Lots of smart people who want to make a difference become scientists, or try to work as teachers or on improving education policy, and lord knows there are plenty of people who become political party operatives out of a conviction that the moral consequences of the party’s platform are good. All of which is to say: Maybe effective altruists aren’t that special, or at least maybe we don’t have access to that many specific and weird conclusions about how best to help the world. If the far future is what matters, and generally trying to make the world work better is among the best ways to help the far future, then effective altruism just becomes plain ol’ do-goodery.

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