Working Poor Families Project
The Future of Work

State Policy Ideas

1) Technology
   a) Increase state support for more digital literacy education
   b) Tax on technology used by businesses; use to fund some of the income and benefits ideas
   c) Carbon emissions reduction policies that could lead to job creation and better jobs
   d) Universal access to broadband

2) Business models
   a) Ideas for state bodies and processes to enforce current labor standards; ensure enforcement offices are sufficiently staffed and funded; stronger accountability measures
   b) State laws that define all workers as “employees” regardless of the employment status label; employer has burden to prove otherwise (NELP recommendation)
   c) Ideas for rethinking state business regulations and labor laws to better reflect future labor market
   d) Low-wage worker tax on low-wage employers; use to fund some of the income and benefits ideas
   e) State policies to support benefit corporations (26 states + DC have such polices)
   f) State policies to support employee-owned businesses/ESOPs (i.e., Indiana and Ohio); Manufacturing Extension Programs can help failing companies for ESOPs.
   g) National Co-op Bank to finance worker co-ops. Existed in the Carter Administration. Maine fisherman co-ops; state bonds to buy land/shoreline for co-ops.

3) Income and benefits
   a) Guaranteed minimum income
   b) The Illinois Secure Choice state opt-out retirement program with a twist (low-income people may withdraw early, penalty-free, their funds for financial emergencies, but cannot early withdraw any other funds that might be contributed, say from the states, employers, nonprofit IDAs, etc.); also see examples from CA, CO, and MD
   c) Underemployment insurance and work sharing
   d) Wage standards (not a new idea, but critical to our success)
4) Worker rights and voice
   a) Expand joint liability among businesses up the supply chain for worker rights and benefits (see Saket’s paper; also proposed in NELP’s 2014 paper, “Who’s the Boss: Restoring Accountability for Labor Standards in Outsourced Work”)
   b) State policy that would support and promote Community Bargaining Authorities (see Saket’s paper)

5) Other
   a) Fiscal and monetary policies to achieve full employment