



NATIONAL  
EMPLOYMENT  
LAW  
PROJECT

# #JUSTRECOVERY S N A P S H O T

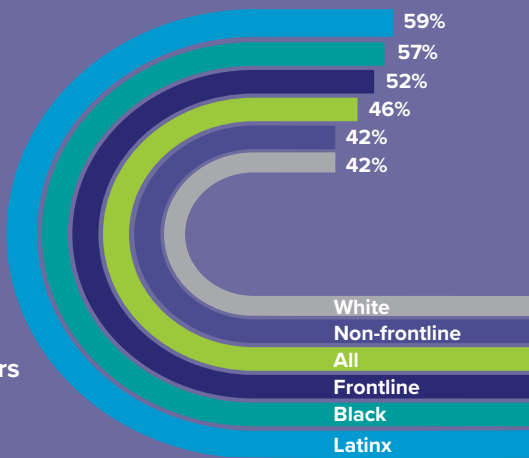
1 YEAR OF COVID-19



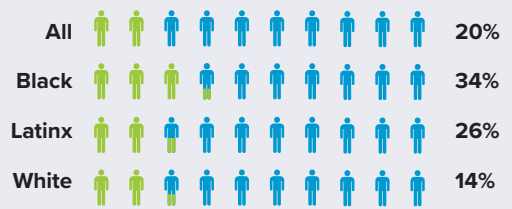
## PANDEMIC IMPACT ON WORKERS

Findings from a national survey of workers on pandemic effects in the late fall of 2020 underscore the critical importance of demands workers have been making to put this country on a path towards a Just Recovery.

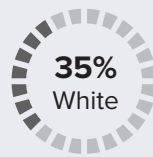
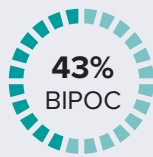
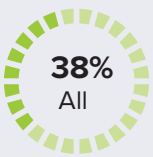
Covering rent, utility, credit card, student loan, medical, and living expenses got harder for a large share of U.S. households, particularly those of frontline workers and Black and Latinx workers



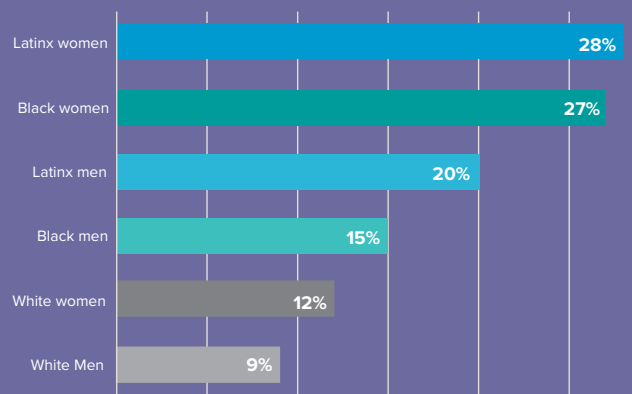
A substantial share of all workers have had a claim for Unemployment Insurance, Pandemic Unemployment Assistance, or Pandemic Emergency Unemployment Compensation denied, and Black and Latinx workers are especially likely to have been denied unemployment supports



A significant share of all workers, and a larger share of working Black and Indigenous people and other people of color, say that fear of employer retaliation would prevent them from refusing unsafe work



A sizeable share of all workers, and an especially large share of working Black women and Latinas have been forced to give up paid work due to family caregiving needs during the pandemic



Independent contractors and workers employed by temporary help and staffing agencies are more likely than their direct-hire-employee counterparts to report pandemic impacts

- 2x more likely to have lost income (47% v. 23%)
- 1.8x more likely to be underemployed—looking for additional work (47% v. 26%)
- 2x more likely to be concerned about maintaining steady work through the year (45% v. 23%)
- 1.4x more likely to have had increased difficulty paying bills (48% v. 33%)
- 2x more likely to have given up paid work due to family care needs (20% v. 10%)
- 1.4x more likely to be concerned about paying for healthcare if they fall sick (56% v. 41%)

See the full Just Recovery Survey report at [bit.ly/justrecoverysurvey](https://bit.ly/justrecoverysurvey)

NELP mourns those we've lost, and we recommit to our mission to ensure that all who work in our nation or aspire to do so will achieve and sustain economic security, opportunity, and prosperity through their labor.

## NELP'S IMPACT



Fought for economic security and worker protections in local, state, and federal legislation including the American Recovery Plan.



Led federal unemployment insurance advocacy and worked with partners in 35 states to ensure more than \$300 billion in federal dollars reached unemployed workers in the first six months of the pandemic.



Advanced the Worker Health is Public Health narrative and provided health and safety technical and legal support in 12 states for frontline workers, including those in agriculture, meatpacking, warehouse, and retail jobs.



Published report on retaliation against workers who complain about health and safety concerns because of COVID and advocated against corporate immunity for those knowingly endangering workers' lives.



Exposed the inequitable impact of occupational segregation on women workers of color and the need for deep structural change beyond this crisis.

## JUST RECOVERY POLICY DEMANDS

NELP's policy recommendations for a #JustRecovery would provide immediate relief and bold structural change to advance racial, gender, and economic justice:

- 01 Pass the Protecting the Right to Organize Act to expand organizing rights and protections
- 02 Pass the Raise the Wage Act to establish a federal \$15 hourly minimum wage, eliminating exemptions for tipped and young workers, and workers with disabilities
- 03 Establish just-cause termination protections and strengthen existing whistleblower and anti-retaliation laws
- 04 Establish federal enforceable COVID-19 health and safety standards for all workplaces
- 05 Ensure, via strong federal mandates and policies, robust unemployment insurance benefits to all workers, including those refusing unsafe work

See more of NELP's policy recommendations at [nelp.org/justrecoverypolicies](https://nelp.org/justrecoverypolicies)