



# 20 25

YEAR IN  
REVIEW

ED  
WORKFORCE  
DEMOCRATS

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# LEADING THE FIGHT

Under the steadfast leadership of Ranking Member Scott and the Subcommittee Ranking Members, Democrats have boldly stood in opposition to the Trump Administration's destructive policies. Committee Democrats have been unwavering in their defense of students, workers, and families, and combating baseless attacks while pushing for real, positive change.

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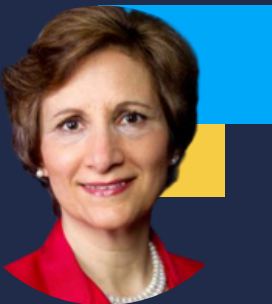
**Full Committee**

*Ranking Member Robert C. "Bobby" Scott*



**Full Committee**

*Vice Ranking Member Greg Casar*



**Early Childhood, Elementary and Secondary Education Subcommittee**

*Ranking Member Suzanne Bonamici*



**Higher Education and Workforce Development Subcommittee**

*Ranking Member Alma Adams*



**Health, Employment, Labor and Pensions Subcommittee**

*Ranking Member Mark DeSaulnier*



**Workforce Protections Subcommittee**

*Ranking Member Ilhan Omar*

# IN MEMORIAM

The Committee is deeply saddened by the passing of Rep. Raul Grijalva (AZ-07) earlier this year. As we continue his work in Congress, may his dedication to workers and students continue to inspire us.



**Rep. Raúl Grijalva  
(AZ-07)**



**Rep. Grijalva's  
Artwork**

“We sat next to each other for many years on the Committee on Education and Workforce, and I could always rely on him for a sense of optimism and humor while in the midst of some of the toughest legislative fights. In addition to being a proficient and talented doodler, he was a champion for his constituents and environmental justice for all. He was a fierce defender of unions and civil rights in the workplace.”

**-Ranking Member Scott**

# WELCOME



After an unprecedented 50-day delay, we are excited to finally welcome Representative Adelita Grijalva to the House Committee on Education and Workforce.

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Rep. Adelita Grijalva (AZ-07) will serve on the Subcommittees on Early Childhood, Elementary, and Secondary Education and Higher Education and Workforce Development.

# THANK YOU

Thank you to Rep. Yassamin Ansari (AZ-03), who served on the Subcommittees on Early Childhood, Elementary, and Secondary Education and Higher Education and Workforce Development.



# BY THE NUMBERS

Despite the chaos and dysfunction created by Republicans, Education and Workforce Committee Democrats have continued to push for meaningful progress. From fighting for access to education to safeguarding workers' rights, proving that even in times of crisis, our commitment to the American people remains unshakeable.

*Click each icon below to open the corresponding link.*

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# ROGUE EVENTS

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Committee Republicans held 40 hearings this year and eight markups as a tool for advancing the Trump Administration's regressive agenda. By contrast, in addition to holding many staff-level briefings, Committee Democrats held five public events to demonstrate our commitment to accountability and to refusing to let these dangerous actions go unchecked while working to protect the American people.

*Click each icon below to view the corresponding event.*

## **Civil Rights Forum I:**

How to Fight the Trump Administration's Attacks on Students, Workers, & Families

## **Civil Rights Forum II:**

How to Fight the Trump Admin's Attacks on Students, Workers, & Families

## **Civil Rights Forum III:**

How to Fight the Trump Administration's Attacks on the Disability Community

## **Job Corps Forum:**

Impact of the Trump Administration's decision to close all Job Corps Centers

## **Republican Priorities:**

Billionaire Tax Breaks, Not Health Care for Working Families

# TRUMP'S WAR ON CIVIL RIGHTS

How the Trump Administration is taking away rights from students, workers, and families.

## January 20: Dismantled the Government's Commitment to Equity

President Trump issued Executive Order (EO) 14151, calling for an end to diversity, equity, inclusion, and accessibility (DEIA) initiatives in federally supported activities.

## January 21: Rescinded EO 11246

President Trump rescinded EO 11246, gutting affirmative action for many workers on federal contracts and opening the door to discrimination based on race, religion, sex, and national origin in federal contracting jobs.

## February 25: Gutted Office of Federal Contract Compliance Programs (OFCCP)

A memo from the Acting Director of the OFCCP indicated that 90 percent of OFCCP staff would be fired, undermining the enforcement of equal employment opportunity laws for federal contractors and workplace civil rights protections.

## April 1: Dismantled the Administration for Community Living (ACL)

Health and Human Services (HHS) Secretary Kennedy fired thousands of public servants and proposed dismantling ACL, jeopardizing critical health services for people with disabilities and the elderly.

## May 14: Rolled Back Civil Rights Protections in Health Programs for LGBTQ+ Individuals

HHS Secretary Kennedy rescinded several guidance documents, including guidance that had clarified that the *Affordable Care Act* prohibits discrimination on the basis of sexual orientation and gender identity.

## December 18: Equal Employment Opportunity Commission (EEOC) Prioritizes White Men in Discrimination Complaints

EEOC Chair Andrea Lucas took to social media to urge white men to file discrimination complaints based on DEI policies, further eroding efforts to combat racial inequality.

## January 20: Undermined Rights of LGBTQ+ Individuals

President Trump issued EO 14168, which ends legal recognition of transgender and nonbinary people under federal law and directly conflicts with the *Bostock v. Clayton County* Supreme Court decision.

## January 27: Fired Equal Employment Opportunity Commission Commissioners (EEOC)

President Trump fired EEOC Commissioners Charlotte Burrows and Jocelyn Samuels, leaving the EEOC without a quorum and millions of workers without proper protection from workplace discrimination.

## March 20: Directed Closure of the Education Department (ED)

President Trump issued EO 14242 to dismantle ED, which is responsible for enforcing students' civil rights and guaranteeing equal access to education.. The EO follows ED Secretary McMahon's firing of nearly half of ED staff across several offices, including the Office for Civil Rights (OCR).

## April 23: Eliminated Disparate-Impact Liability

President Trump issued EO 14281, which ordered federal agencies to eliminate the use of disparate-impact liability when enforcing federal civil rights laws.

## November 18: Moved Core Functions Out of ED

ED announced it signed six additional interagency agreements to move the Office of Elementary and Secondary Education, the Office of Postsecondary Education, the Office of Indian Education, the CCAMPIS Program, the National Commission on Foreign Medical Education and Accreditation, and the International and Foreign Language Education program to various federal agencies that lack capacity and expertise.





# DEMOCRATS' PROACTIVE LEGISLATIVE AGENDA

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## EDUCATION

### **Strength in Diversity Act, H.R. 3605**

Supports school districts developing, implementing, or expanding school desegregation initiatives by establishing a federal grant program to support voluntary, local efforts to increase school diversity.

### **Equity and Inclusion Enforcement Act, H.R. 3606**

Holds federally funded programs, including schools, accountable for providing students with equal access to education by restoring the private right of action for students and parents to bring disparate impact claims under *Title VI of the Civil Rights Act*.

### **Child Care for Working Families Act, H.R. 4418**

Helps to comprehensively tackle the child care crisis and ensure families across America can find and afford the high-quality child care they need.

### **Lowering Obstacles to Achievement Now (LOAN) Act, H.R. 4862**

Lowers the cost of college for current and future student borrowers and their families.

### **Keeping All Students Safe Act, H.R. 6671**

Prohibits schools receiving federal taxpayer money from secluding children and bans dangerous restraint practices that restrict children's breathing, such as prone or supine restraint.

### **Department of Education Dismantling Resolution of Inquiry, H.Res. 237**

Demands transparency and information from the President and Secretary of Education regarding the Administration's efforts to dismantle ED and its potential impact on students nationwide.



## HEALTH

### **Do No Harm Act, H.R. 1954**

Addresses the increasing use of religious freedom to undermine civil rights protections by restoring the *Religious Freedom Restoration Act* to its original purpose: to protect religious exercise while ensuring religious freedom is not used to erode our civil rights.

### **Workplace Violence Prevention for Health Care and Social Service Workers Act, H.R. 2531**

Provides health and social service workers the protection they deserve via OSHA.

### **Workers' Disability Benefits Parity Act, H.R. 3758**

Builds upon the recommendations of the ERISA Advisory Council by establishing behavioral health parity for disability benefits.

### **The Protecting Free Vaccines Act, H.R. 5448**

Requires private health insurance companies, Medicaid, and Medicare to continue covering recommended vaccines free of cost-sharing for Americans.

### **WIC Benefits Protection Act, H.R. 5740**

Ensures that eligible families will still receive critical nutrition assistance regardless of partisan gridlock or lapses in government funding.

# DEMOCRATS' PROACTIVE LEGISLATIVE AGENDA

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## ✓ HEALTH (CONTINUED)

### **Lowering Drug Costs for American Families Act, H.R. 6166**

Lowers prescription drug prices for families and reins in pharmaceutical price gouging.

### **Administration for Community Living (ACL) Elimination Resolution of Inquiry, H.Res. 344**

Demands transparency and information from the President and Secretary of Health and Human Services (HHS) regarding the Administration's efforts to dismantle ACL and its potential impact on individuals with disabilities nationwide.

## ✓ LABOR

### **Richard L. Trumka Protecting the Right to Organize (PRO) Act, H.R. 20**

Protects workers' right to join together and bargain for higher wages, better benefits, and safer workplaces.

### **Raise the Wage Act, H.R. 2743**

Raises the federal minimum wage to \$17 by 2028 and gives up to 19 million Americans a long-overdue raise.

### **Protecting America's Workers Act, H.R. 3036**

Ensures employers promptly correct hazardous working conditions, protects whistleblowers from retaliation, and holds unscrupulous employers accountable for violations that cause illness, serious injury, or death to workers.

### **Protecting Older Workers Against Discrimination Act, H.R. 3522**

Strengthens anti-discrimination protections for older workers.

### **Protecting Children Act, H.R. 3997**

Provides federal worker protection agencies with the tools and resources to deter child labor violations and prevent harm to children from intensive work in dangerous jobs.

### **Asunción Valdivia Heat Illness, Injury, and Fatality Prevention Act, H.R. 4443**

Helps ensure the safety and health of workers exposed to dangerous workplace heat conditions.

### **Transformation to Competitive Integrated Employment Act, H.R. 4771**

Helps states and employers transition workers with disabilities into fully integrated and competitive jobs, which includes earning at least the minimum wage alongside individuals without disabilities while phasing out the subminimum wage for individuals with disabilities.

# DEMOCRATS' PROACTIVE LEGISLATIVE AGENDA

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## ✓ LABOR (CONTINUED)

### **Protect Older Job Applicants Act, [H.R. 5514](#)**

Helps to protect older applicants from employment discrimination at the application phase.

### **Labor Enforcement to Securely (LET'S) Protect Workers Act, [H.R. 6597](#)**

Bolsters protections for America's workers and ensures accountability for employers who flout labor and employment laws.

### **Black Lung Benefits Improvement Act, [H.R. 6756](#)**

Reforms and strengthens the program that provides benefits to coal miners suffering from black lung disease.

# SAVING PENSIONS

In the American Rescue Plan Act, Congressional Democrats and President Biden delivered a historic victory for these workers, retirees, and businesses. Starting in December of 2021, the American Rescue Plan Act established a special financial assistance program to protect millions of Americans' retirement security and save tens of thousands of businesses.

1,681,118

**Pensions Saved**

10,486

**Businesses Saved**

# LET'S PROTECT WORKERS ACT

## **Weak civil monetary penalties undermine workers' basic protections.**

Low-road employers brazenly violate workers' rights every day because they know that even if a resource-starved Department of Labor catches a violation, the penalties are a mere slap on the wrist.

**The Labor Enforcement to Securely (LET'S) Protect Workers Act is a transformative legislation aimed at bolstering protections for America's workers and ensuring accountability for employers who flout labor and employment laws.**

**Responsibly strengthening civil monetary penalties will save workers' lives, prevent disabling injury, protect the welfare of children, safeguard the most vulnerable workers, and undergird the right to organize by raising the cost of noncompliance and deterring violations. The LET'S Protect Workers Act will:**

- Increase civil monetary penalties for violations of child labor, minimum wage and overtime, worker health and safety, and farmworker protection standards.
- Improve mine safety and reliable funding of black lung benefits through new and increased civil monetary penalties and the option to shut down scofflaw operators.
- Set new penalties for retaliation against workers who exercise their family and medical leave rights.
- Strengthen enforcement of mental health parity requirements for employer-sponsored health plans.
- Close a loophole that allows employers to escape penalties for failing to keep records of workplace injuries if OSHA does not detect the violation within six months.
- Create new penalties for violations of the National Labor Relations Act, consistent with the Protecting the Right to Organize (PRO) Act.



# LOAN ACT



While the Trump Administration is dismantling the Department of Education, firing essential staff, and upending the federal financial aid system for students, House Democrats are offering a plan to address the rising costs of a college degree.

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**The cost of attending college today is more than triple what it cost in 1980.**

As the cost of college continues to rise, Republicans passed the “Big Ugly Law,” which makes it harder for students to attend college, pay off their debt, strips students of their federal financial aid, and exposes students to the predatory, private loan market.

**The Lowering Obstacles to Achievement Now (LOAN) Act would lower the cost of college for current and future student borrowers and their families.**

The Lowering Obstacles to Achievement Now (LOAN) Act would lower the cost of college for current and future student borrowers and their families. The legislation would:

- **Double the federal Pell Grant** by increasing the maximum award over 5 years to \$14,000
- **Improve the Public Service Loan Forgiveness program** by shortening the time to forgiveness and broadly codifying the current PSLF waiver.
- **Make loans less expensive** by expanding access to subsidized loans, eliminating capitalization of interest, including after forbearance and deferment, and creating a safety net for vulnerable borrowers.
- **Offers borrowers affordable monthly payments** by codifying a new income-driven repayment plan which includes the major provisions from the Saving on a Valuable Education (SAVE) plan.
- **Streamline Loan Repayment** by offering borrowers two repayment plans while allowing borrowers with old loans flexibility.
- **Lower interest rates** by tying interest rates for all new federal student loans to the ten-year Treasury note—but ensuring that no new loan will have an interest rate higher than five percent—and allowing both federal and private borrowers to take advantage of these lower rates.



“By making loans cheaper to take out and easier to pay off, the LOAN Act will help improve the lives of student loan borrowers—both now and in the future.”



# FIGHTING FOR HEALTH CARE

Despite Republican disfunction and a government shutdown, Committee Democrats fought to protect healthcare access, lower costs, and keep critical services running for American families.

This year, Republicans refused to compromise on health care, and instead shut the federal government down for the longest period of time in U.S. history. While Democrats worked to keep critical services running and protect families from rising costs, Republicans blocked the extension of the Affordable Care Act's enhanced premium tax credits—driving premiums up and putting millions at risk of losing coverage.



Source: KFF

In 2021 and 2022, Congressional Democrats built upon the ACA's progress by increasing premium tax credits and expanding them to more Americans. These tax credits ensure that no one spends more than 8.5 percent of their income on health insurance. The credits especially benefit small business owners, their workers, and the self-employed.

Enhanced premium tax credits have reduced premiums for millions, yielding \$705 in savings for the average subsidized enrollee last year alone. Now, due to Republican inaction, premiums for working families will more than **DOUBLE** on average, and **approximately four million people** will lose their health coverage. and

# ED WORKFORCE DEMOCRATS

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