

Model State Sectoral Bargaining Law

Our labor law is broken: By requiring workers to organize and bargain worksite by worksite, labor law makes forming a union and winning a contract nearly impossible. It also gives employers a reason to fight unionization tooth and nail.

What We Need: While worksite bargaining remains the bedrock of worker power, **sectoral bargaining** allows wages and working conditions to be set across an entire industry. For example, that's how all app-based drivers in Massachusetts and soon California can bargain for the same wages and benefits — meaning that the companies can't undercut each other on wages. And employers wouldn't have to worry that going union will make them uncompetitive. So, we developed a Model State Sectoral Bargaining Law that states can use to empower workers who aren't covered by the National Labor Relations Act. States should work in consultation with impacted workers and their representatives to adapt this model for those who want the option and opportunity for sectoral bargaining.

Why Sectoral Bargaining:

- **Sectoral bargaining ends the race to the bottom over wages and benefits.**
Businesses don't have to worry that they will be out-competed if they pay workers well because sector-wide agreements control wages and benefits. They can compete on quality, service, and price offered to customers.
- **Sectoral bargaining can help make employer-level bargaining stronger.**
Employers can't just pay money to a bunch of lawyers in the burgeoning anti-union industry to oppose union organizing at all costs with the hope of avoiding paying higher wages and benefits to their own workers since there will be a solid floor.
- **Sectoral bargaining gives workers a seat at the table in making the rules that affect their daily lives and lives of their families— including for employer-level bargaining.** In countries from Europe to South America and even South Africa, sectoral bargaining has enabled unions to successfully fight for workers' fair share of profits and to ensure a measure of political equality that's been lost at home.

How Sectoral Bargaining Works: Under the Model Law, workers could petition a State Labor Standards Board for recognition of a bargaining sector. The law then makes it easy for workers to form sectoral unions and empowers workers to negotiate with employers over sector-wide agreements covering wages, benefits, and working conditions, including the use of artificial intelligence and other workplace technology. Once an agreement is complete, every employer in the sector would be bound by it.

For more information, check out [our landing page](#).