

**WHERE TRUMP, PENCE, AND PORTMAN  
STAND ON ISSUES THAT IMPACT  
WORKING FAMILIES**

INNOVATION OHIO

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The Trump-Pence ticket, alongside Senator Rob Portman, have attempted to paint themselves as champions of the needs of everyday working Americans. Innovation Ohio has examined their records and proposals ranging from wages to paid leave. What we've found is that the worker-friendly rhetoric doesn't quite match the records. For issues that are important to citizens in the 21st century workforce, these candidates have consistently come up short.

## EXECUTIVE SUMMARY

**Right-to-Work:** All three candidates have supported Right-to-Work. In Congress, both Portman and Pence co-sponsored a national Right-to-Work bill. Donald Trump has stated he supports Right-to-Work.

**Equal Pay:** Portman and Pence have opposed the Paycheck Fairness Act during their time in Congress. Trump has not introduced a policy proposal to address the issue nor has he supported the Paycheck Fairness Act.

**Paid Family Leave:** Portman and Pence have not supported paid family leave. As Governor, Pence took the extra step to bar municipalities from enacting policies requiring businesses to provide paid leave. Donald Trump has introduced a plan that would allow mothers that have given birth access to six weeks of paid leave.

**Wages:** Rob Portman voted to increase the minimum wage as a Congressman in 1996. He has since voiced reservations to raising the minimum wage, but supports indexing the minimum wage to inflation. Mike Pence has not been supportive of the increases to the minimum wage. He voted against the last minimum wage increase in Congress. During his tenure as Governor, he signed a law preventing local governments from setting a minimum wage that was higher than the state or federal minimum wage. Donald Trump's position on the minimum wage has been across the board, at one point remarking that "wages are too high."

**Overtime Rule:** The candidates position on the Obama administration's new Overtime Rule is unclear. Portman has stated he will withhold judgment on the matter until the final rule is enacted. Mike Pence has been silent, but his state of Indiana has joined a lawsuit to block its enactment. Donald Trump has not outright opposed the rule – instead stating he would like to see it exempt small businesses.

**Childcare:** Rob Portman did support the renewal of funding for the Child Care and Development Block Act in 2014. Pence has previously labeled daycare as detrimental by giving children "the short end of the emotional stick." He has since stated that he has evolved on the issue. Donald Trump has introduced a plan that would allow families to deduct the cost of childcare from their income taxes.

**Student Debt:** Portman has opposed measures to combat student debt. As a Senator, he voted to cut Pell Grants and did not support a measure that would allow borrowers to refinance their student loans. Mike Pence voted against a similar refinancing measure while in Congress. Donald Trump has not released a proposal to tackle student debt.

**Taxation & Inequality:** Both Portman and Pence voted for the two Bush tax cuts that led to increased budget shortfalls and income inequality. Donald Trump's tax plan would heavily favor the 1% and in turn would increase the level of income inequality in the U.S.

## RIGHT-TO-WORK

Right-to-Work states are known to have lower wages than other states. According to the Economic Policy Institute, from 2010-2012, workers in Right-to-Work states earned an average hourly wage of \$20.66 compared to the \$23.93 earned in worker friendly states. Ohio workers currently earn \$21.52 an hour on average.

### Portman and Pence support Right-to-Work

In 2001, both Rob Portman and Mike Pence co-sponsored the “National Right-to-Work Act.” This bill would have amended the National Labor Relations Act and the Railway Labor Act to repeal the requirement that employers require employees to join a union. The bill did not become law.

### Trump supports

Donald Trump has also been supportive of Right-to-Work policies. In a radio interview in 2016, he stated:

*My position on unions is fine, but I like Right-to-Work. My position on Right-to-Work is 100 percent...I can live with unions in certain locations. Don't forget if you look at places in certain Northeast areas and even they are mostly unionized. The Teamster Union is an example, you know the workers not the top people, because I fight them all the time, and I fight unions very hard. But there are certain areas of the country where you only have unions. You don't have a Right-to-Work state. I like the Right-to-Work, but the union people, people in unions, they seem to really want to vote for me. It's been amazing.*

## EQUAL PAY

The Paycheck Fairness Act is a bill that would help reduce the wage gap between men and women in the workforce. Currently, women only make \$ 0.78 to every \$1 earned by men. In an effort to close that gap, this bill would provide protections to persons who bring a wage discrimination action against their employer. Several iterations of this bill have been introduced in Congress in recent years, but have failed to become law.

### Portman opposes

As the Junior Senator from Ohio, Rob Portman voted to block the Paycheck Fairness Act in 2012, 2014, and 2015.

### Pence opposes

As a representative in 2009, Mike Pence voted against a version of the bill that was passed out of the House 256-163. It failed to gain traction in the Senate and did not become law.

### Trump has said a lot, but has done nothing

Trump has multiple stances but has not acted on the issue of the pay gap. He stated in 2015 that women “deserve equal pay for equal work.” However, he has subsequently stated that “you’re gonna make the same if you do a good job.”

During her GOP Convention speech in Cleveland, Ivanka Trump stated her father “will fight for equal pay for equal work, and I will fight for this too, right alongside him.”

The Trump campaign has not put forward a proposal on fixing the pay gap, nor has it thrown its support behind existing policy solutions like the Paycheck Fairness Act.



## PAID FAMILY LEAVE

The United States is the only industrialized country in the world that lacks a paid family leave policy. Paid family leave allows families to take time to address the most pressing issues life brings their way. This can range from allowing new parents to take time off to transition into parenthood to caring for an ailing relative. Many new parents are left with no alternative but to immediately go back to work after bringing a child into their lives. This has a negative effect on the wellbeing of both parents and child.

### *Portman has not acted*

The FAMILY Act is a pending piece of legislation in Congress that would give workers 12 weeks of paid leave each year to deal with the birth or adoption of a child, an illness, or to care for an ill family member. Rob Portman is not a co-sponsor of the bill nor has he spoken out in support of the bill.

### *Pence opposes*

While in Congress, Mike Pence voted against proposals to give federal workers four weeks of paid leave on two occasions. As Governor, he signed a law that prohibited local governments from requiring employers to offer benefits such as paid leave that are not mandated by state or federal law.

### *Trump supports some aspects*

Donald Trump introduced a plan that gives new mothers who give birth six weeks of paid maternity leave if their employers do not provide paid leave. While a step in the right direction, the plan leaves out fathers, adoptive parents, and those who use surrogacy.

## WAGE ISSUES

Income inequality and stagnant wages have caused many Americans to feel left behind. The current minimum wage is \$2.37 lower than it was in 1979, when adjusted for inflation.

### *Portman was supportive in the nineties, but has done nothing to support since*

In Congress, Rob Portman voted to raise the minimum wage in 1996. This legislation raised the federal minimum wage to \$4.75 in 1996 and \$5.15 in 1997.

Despite his previous support, Senator Portman has voiced reservations about current efforts to raise the minimum wage saying:

*If you want to deal with income inequality, the No. 1 way to do it is to get people to work. That's what all the statistics show. About 2 percent of Americans get paid the minimum wage. Of that group, by the way, less than .3 of 1 percent of Americans are both under the line of poverty and on minimum wage. So it's a lot of young people. About 50 percent of them are between 16 and 24 years old. For a lot of them, it's a part-time job. So what you don't want to do is raise the minimum wage to the point that you're actually losing jobs.*

### **Pence opposes raising wages**

Mike Pence opposed a measure to raise the federal minimum wage from \$5.15 to \$7.25 as a member of Congress in 2007. He defended his opposition by claiming that “[a]n excessive increase in the minimum wage will hurt the working poor.”

As the Governor of Indiana, Pence signed into law a measure that **eliminated the requirement that prevailing wages be paid on publicly-funded projects**. He also approved a measure prohibiting local governments from setting a minimum wage that is higher than what is required by state or federal law.

### **Trump does not outright oppose**

Trump’s position on the minimum wage has been most recently stated by his campaign as: “[o]n the minimum wage, Mr. Trump has voiced support for raising it to \$10 at the federal level, but believes states should set the minimum wage as appropriate for their state.” However, Trump’s position on the issue has been across the board, at one-point remarking that “wages are too high.”

Portman has articulated his support for indexing the federal minimum wage to inflation, like Ohio currently does for its minimum wage.

YEAR	FEDERAL MINIMUM WAGE	IN 2015 DOLLARS
1979	\$2.90	\$9.62
1980	\$3.10	\$9.06
1981	\$3.35	\$8.88
1990	\$3.80	\$7.00
1991	\$4.25	\$7.52
1996	\$4.75	\$7.29
1997	\$5.15	\$7.73
2007	\$5.85	\$6.80
2008	\$6.55	\$7.33
2009	\$7.25	\$8.14

Source: BLS

## **OVERTIME PAY**

*The Obama administration recently rolled out an update to the federal overtime rules. This rule change will require employers to provide overtime pay to salaried workers who make up to \$47,476 a year. The previous threshold was \$23,660 and had been in place for more than 10 years. 134,000 Ohioans will benefit from this change, effectively guaranteed time and a half pay for all work over 40 hours per week.*

### **Portman’s stance in unknown**

When the rule was announced in May, Rob Portman stated that: “[m]any small businesses, non-profits, and universities in Ohio have voiced concerns about the additional costs this regulation would impose and how it may force them to cut salaries or reduce jobs...[m]y top priority is job creation, so I will review the final (Department of Labor) rule with that concern in mind.” He has yet to take a definitive stance on the issue.

It is worth noting that the Republican leadership in the Senate has come out in opposition to the overtime rule, with Majority Leader Mitch McConnell calling it “another-job killing regulation.”

### **Pence’s home state opposes**

Governor Pence’s state of Indiana joined a group of 20 other states (including Ohio) in suing the U.S. Department of Labor to block implementation of the new rule.

### **Trump’s stance is unknown**

Donald Trump’s position on the new rule is unclear. He hasn’t categorically come out against the new rule, but voiced a desire to exempt small businesses from its requirements: “[r]olling back the overtime regulation is just one example of the many regulations that need to be addressed to do that. We would love to see a delay or a carve-out of sorts for our small business owners.”

## CHILDCARE

Childcare is one of the largest expenses families in Ohio incur. On average, Ohio families pay \$8,977 per year for infant care and \$7,341 per year for the care of a 4-year old. A typical Ohio family pays 15.1% of their income for a year's worth of infant care.

### Portman is not completely opposed

Senator Portman has supported some childcare programs in the Senate. In 2014, he supported the reauthorization of the Child Care and Development Block Grant Act. This program provides childcare subsidies for low-income families.

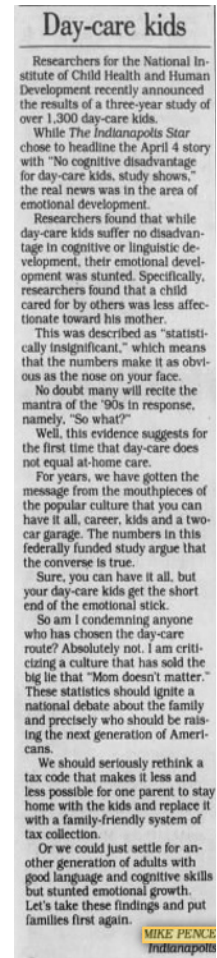
### Pence opposes childcare

Governor Pence has opposed the concept of childcare in the past. In a 1997 op-ed, he claimed in response to a study of children in day-care that found that a child cared by someone other than their mother would suffer from stunted emotional development that: **“[f]or years, we have gotten the message from the mouthpieces of the popular culture that you can have it all, career, kids and a two-car garage. The numbers in this federally funded study argue the converse is true. Sure you can have it all, but your day-care kids get the short end of the emotional stick.”**

On September 16th, during a *Face the Nation* appearance, Governor Pence walked back his statements at the time remarking “[w]e’ve all had changing attitudes about this. As you grow up, John, you learn a little bit as you go along the way.” Pence followed up by referencing Indiana’s funding for quality Pre-K.

### Trump shows support through childcare plan

Donald Trump has put forth a policy proposal that addresses childcare. This proposal would allow individuals earning up to \$250,000 and families earning up to \$500,000 to deduct the cost of childcare for up to 4 children from their income taxes. For those Americans who do not pay income taxes – many of which are low income – they would see an expansion of the Earned Income Tax Credit under the proposal. The proposal also allows for the creation of childcare savings accounts that provide tax incentives.



<http://i2.cdn.turner.com/cnn/2016/images/07/18/unknown.png>

## STUDENT DEBT

Ohio currently ranks 16th in the nation in student debt for its most recent graduates with an average burden of \$29,391. 13.6% of student loan borrowers in Ohio are in default, 11th highest in the U.S.

### Portman is opposed to tackling student debt crisis

Rob Portman has not been supportive of efforts to tackle student debt. In 2011, he voted to reduce Pell Grant funding—a program that provides college funds for low income families. In 2014, Portman voted against a bill that would have allowed those with federal student loans to refinance, blocking 25 million Americans from refinancing their loans at a lower rate.

### Pence is opposed to tackling student debt crisis

Mike Pence has also opposed policies to address student debt. In 2006, while in Congress, Pence voted against lowering student loan interest rates from 6.8% to 3.4%. Pence also voted against a bill in 2010 that greatly reformed student loans. This bill allowed debt to be forgiven after 20 years of timely payments down from the

previous 25. It also increased Pell Grants and lowered the amount of individuals' discretionary income to be paid on loans from 15% to 10%. Despite Pence's opposition, the bill was ultimately passed into law.

### Trump's stance is unknown

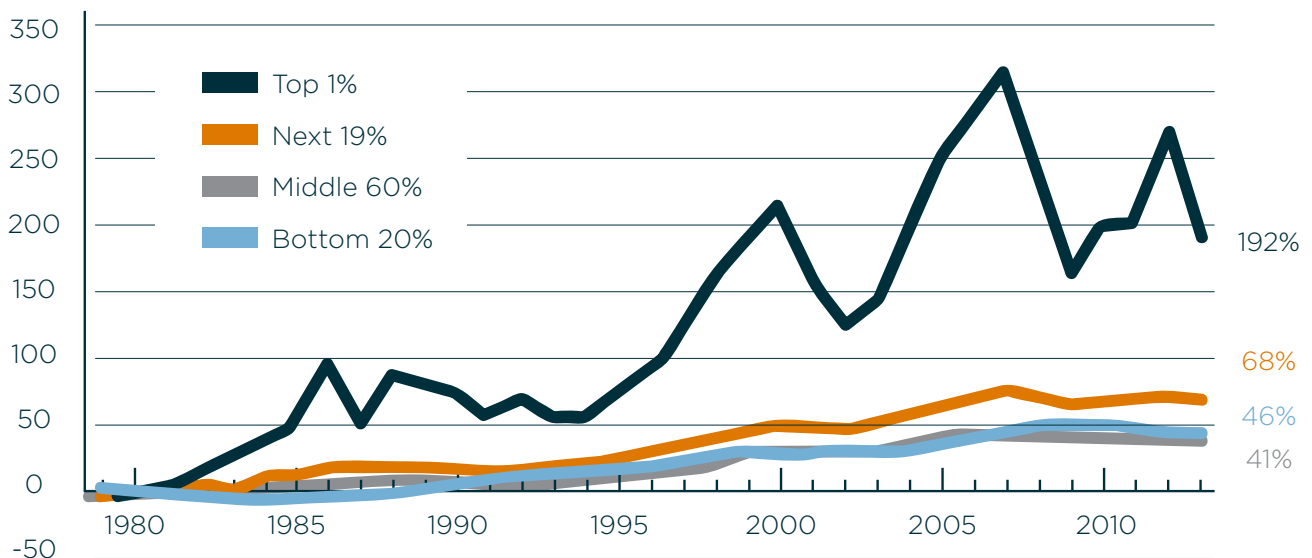
Donald Trump has not put forth a policy proposal to address student debt issues. However, Trump's website says he will "[w]ork with Congress on reforms to ensure universities are making a good faith effort to reduce the cost of college and student debt in exchange for the federal tax breaks and tax dollars."

## BUSH TAX PLAN AND INCOME INEQUALITY

The two Bush tax cuts enacted in the early 2000's, coupled with the wars in Iraq and Afghanistan, were instrumental in exploding the annual federal budget deficit. The Bush tax cuts contributed to the sharp increase of income inequality that took place in the 2000's primarily due to the instituted reduced tax rates on capital gains. In 2000, the year before the first cut was passed, the U.S. national debt stood at \$5.6 trillion. It is now at roughly \$19 trillion. While the tax cuts and wars are not the only culprits of our increasing debt, they are a major factor.

## INCOME GAINS AT THE TOP DWARF THOSE OF LOW AND MIDDLE-INCOME HOUSEHOLDS

PERCENT CHANGE IN REAL AFTER-TAX INCOME SINCE 1979



Source: Congressional Budget Office CENTER ON BUDGET AND POLICY PRIORITIES | CBPP.ORG

### Portman and Pence supported Bush tax cuts and the War on Terror

Both Portman and Pence voted in favor of the Bush tax cuts in 2001 and 2003. They also both supported the invasions of Iraq and Afghanistan.

### Trump supports and will expand Bush tax cuts

Donald Trump's tax plan would be even more destructive than the Bush tax cuts – costing double what the Bush cuts have. The plan would cost an estimated \$7.2 trillion and would give nearly half of its benefit (47.3%) to the top 1%. Such a top heavy tax cut would only exacerbate the trend of increased inequality in the U.S. economy.