

## Appendix A

### Biden's Agenda for the First 100 Days and Through the 2022 Midterms<sup>5</sup>

Below are likely priorities of President Biden's administration in its first 100 days under eight broad themes. Of course, we do not expect all of these priorities to be accomplished in the first 100 days. But we do expect each of the broad themes to be addressed either through taking definitive action in the first 100 days or laying the foundation for action during the next two years up to the 2022 midterm elections.

- 1. Contain the COVID-19 pandemic.** Address the COVID-19 pandemic by sparing no expense in undertaking a number of initiatives based on science to turn the pandemic around:
  - Encourage social distancing and handwashing as the “best defense” until early next year.
  - Issue a national mask mandate for federal lands and in federal buildings.
  - Sustain the policy for free COVID-19 testing but make it more widespread by increasing federal funding for drive-through testing sites.
  - Appoint a “supply commander” to coordinate and direct the distribution of critical equipment and supplies as COVID-19 cases peak at different times in different states and territories.
  - Expand U.S. medical equipment manufacturing.
  - Shore up the distribution and administration of free vaccinations.
  - Rejoin the World Health Organization.
  - Provide funding to protect students, educators and staff by making classroom sizes smaller to enable physically distanced learning, improving school building ventilation, covering costs for PPE and sanitation efforts, providing training for educators, parents and students to help them adapt to new circumstances, and

<sup>5</sup> In preparing this summary, one of the sources we used was the commentary from Mary Moore Hamrick, CEO of Political Quotient Advisors and Senior Fellow of UNC Kenan Institute of Private Enterprises, during a Protiviti webinar, “The First 100 Days of the Biden Administration,” on January 13, 2021. Listen to Ms. Hamrick's analysis at <https://event.on24.com/wcc/r/2941032/ED1EC5F030BB704344A8CC1783CD93DE>.

implementing other steps that would encourage communities to open schools by the end of April so working parents can fully return to their jobs.

- Ensure access to the broadband and technology necessary for learning from home when it's necessary.

**2. Shore up the Affordable Care Act (ACA).** On the broader healthcare front:

- Reverse executive orders to dismantle the ACA and lay the foundation for working with Congress to build on and enhance it.
- In building on the ACA, place emphasis on a government-sponsored plan that competes with private insurers and reinstates the individual mandate.
- Lower prescription drug prices by allowing Medicare to negotiate drug prices directly and permitting importation of prescription drugs from abroad.
- Increase subsidies and coverage by: extending tax credits; limiting consumer healthcare spend on insurance to 8.5% of income to enable participation of lower income households; and allowing undocumented immigrants to buy into the public option, but making them ineligible for subsidies.

**3. Reverse the prior administration's executive orders.** Reverse many other Trump executive orders, particularly those weakening environmental standards and opening federal lands to oil and gas extraction. Sign executive orders to take measures that are within the full authority of the office to initiate progress on significantly reducing GHG emissions:

- Require public companies to disclose climate risks and GHG emissions in their operations and supply chains.
- Require aggressive methane pollution limits for new and existing oil and gas operations.
- Use the federal government procurement system to drive toward 100% clean energy and zero-emissions vehicles.
- Require carbon sequestration technologies on power plants.
- Ensure all U.S. government installations, buildings and facilities are more energy efficient and climate-ready.

- Reinstatement of the United States into the Paris Agreement and engagement of leaders of major GHG-emitting nations in a summit to join with the United States in adopting more ambitious national pledges to reduce carbon emissions (which, initially, will likely be non-binding).
- Commit that every federally funded infrastructure investment will reduce climate pollution.
- Review the Environmental Protection Agency's final rules that (a) limit the agency's ability to consider scientific research where the raw data is not completely public, and (b) allow a "major source" of hazardous air pollutants to reclassify as an "area source" at any time after acting to limit emissions.
- Require any federal permitting decision to consider the effects of GHG emissions and climate change.
- Bar new oil and gas leases on federal lands and apply the Endangered Species Act and National Monuments Act to limit lands open to development.

Propose legislation to:

- End fossil fuel breaks and begin transitioning away from the oil industry with a goal of net-zero carbon emissions by 2050.
- Create tax incentives for renewables, electric vehicles and energy efficiency.

**4. Pass stimulus, tax and infrastructure legislation.** Request Congress to pass more stimulus legislation to help suffering Americans by giving them the balance of their coveted \$2,000 coronavirus payments. It appears that President Biden is planning to take at least a first shot at getting a full 60+ majority vote for the \$1.9 trillion bill. The administration will also push for a tax and infrastructure plan, which is part of Biden's "Build Back Better" program, later in the spring.<sup>6</sup> The tax and infrastructure package is expected to focus on:

- Rebuilding America's crumbling infrastructure, from roads and bridges to green spaces and water systems to electricity grids and universal broadband.

<sup>6</sup> "Biden's One-Two Stimulus Punch," Hans Nichols, Axios, January 8, 2021, [www.axios.com/joe-biden-coronavirus-stimulus-congress-142d97d0-8830-4fcc-92a9-7a6f7f103378.html](https://www.axios.com/joe-biden-coronavirus-stimulus-congress-142d97d0-8830-4fcc-92a9-7a6f7f103378.html).

- Creating 1 million new jobs in the American auto industry, domestic auto supply chains and auto infrastructure, from parts to materials to electric vehicle charging stations.
- Providing every American city with 100,000 or more residents with high-quality, zero-emissions public transportation options through flexible federal investments.
- Integration with the climate plan, e.g., upgrading four million buildings and weatherizing at least two million homes over the next four years to meet the highest standards of energy efficiency, and upgrading federal vehicles from gas to electric.
- Funding the plan with a \$3 trillion tax increase through raising corporate rates to 28%, eliminating the 20% pass-through deduction for qualified businesses, raising individual rates on the “wealthy” (the top 1% or those making more than \$400,000), and taxing capital gains at individual rates, or 39.6%, effectively doubling rates.

**5. Undertake focused initiatives to create jobs.** Initiate targeted business initiatives to create millions of manufacturing jobs through tax incentives:<sup>7</sup>

- Require “Buy American” in federal procurement programs.
- Retool and revitalize American manufacturers through specific tax incentives (tax credits), tax disincentives (clawbacks of tax incentives if jobs are offshored overseas), additional resources and new financing tools.
- Invest in R&D and breakthrough technologies – from electric vehicle technology to lightweight materials to 5G and artificial intelligence (AI) – to unleash high-quality job creation in high-value manufacturing and technology.
- Focus investments to reach all of America’s communities and workers across all states and regions with historic investments in communities of color and an emphasis on a “restart package” for small businesses to retain and rehire.
- Promote onshoring by bringing back critical supply chains to America to reduce dependence on other countries for the production of critical goods (e.g., PPE, drugs) in a crisis.

<sup>7</sup> “The Biden Plan to Ensure the Future is ‘Made in All of America’ by All of America’s Workers,” <https://joebiden.com/made-in-america/>.

**6. Address systemic racism and growing economic inequality.** On the social and racial equity reform front, deliver on Biden campaign promises around addressing systemic racism and growing economic inequality:<sup>8</sup>

- Address the economic effects of the pandemic and the economic distress it has wrought on Black, Hispanic, Asian and Native American communities and businesses by spurring public-private investment through a new small business opportunity plan.
- Reform opportunity zones to fulfill their promise.
- Make a historic commitment to equalizing federal procurement, investing in homeownership and access to affordable housing for Black, Asian, Hispanic and Native American families.
- Achieve equity in management, training and higher education opportunities connected to the jobs of the future, ensuring workers of color are compensated fairly and promoting diversity and accountability in leadership across key positions in all federal agencies.
- Work with Congress to pass police reform legislation, including a nationwide ban on chokeholds, stopping the transfer of weapons of war to police forces, improving oversight and accountability to create a model “use of force” standard, and creation of a national police oversight commission.
- Take bold action to reduce the prison population, create a more just society and make communities safer by (a) eliminating racial, gender and income-based disparities in the criminal justice system, (b) ensuring fair sentences, (c) offering second chances, and (d) reducing violence in communities and supporting survivors of violence.

<sup>8</sup> “Racial Equity: The Biden-Harris Plan to Advance Racial Equity,” <https://buildbackbetter.gov/priorities/racial-equity/>.

**7. Reverse prior administration’s decisions on immigration.** Take a number of steps to roll back the Trump era decisions on immigration, including but not limited to:<sup>9</sup>

- Increasing the number of refugees allowed to immigrate to the United States each year.
- Issuing an executive order rescinding the travel ban on almost all travel from some Muslim-majority countries and ordering the Department of Justice to cease defending the ban in court.
- Halting further construction of the border wall.
- Reinstating the Dreamers by having the Department of Homeland Security issue a memorandum reversing the 2017 memorandum that attempted to dismantle DACA.
- Having the Attorney General reverse the so-called Sessions Memo and returning U.S. asylum policy to what it was before the Trump administration.
- Signing an executive order reinstating enforcement priorities for ICE agents to target illegal aliens with criminal records.
- Signing an executive order rescinding the Trump administration’s immigrant detention-expanding directive and banning any new private prison contracts.

**8. Empower workers and unions.** Focus on strengthening worker organizing, collective bargaining and unions:<sup>10</sup>

- Check the abuse of corporate power over labor and hold corporate executives accountable for violations of labor laws.
- Encourage and incentivize unionization and collective bargaining.
- Ensure that workers receive appropriate pay, benefits and workplace protections, e.g., \$15/hour federal minimum wage, benefits and protections for “gig economy” workers classified as “independent contractors, etc.”

<sup>9</sup> “Biden Might Need Years to Reverse Trump's Immigration Policies on DACA, Asylum, Family Separation, ICE Raids, Private Detention and More,” Alan Gomez and Daniel Gonzalez, *USA Today*, November 12, 2020, [www.usatoday.com/story/news/nation/2020/11/12/how-biden-reverse-trump-immigration-policies/6228892002/](https://www.usatoday.com/story/news/nation/2020/11/12/how-biden-reverse-trump-immigration-policies/6228892002/).

<sup>10</sup> “The Biden Plan for Strengthening Worker Organizing, Collective Bargaining and Unions,” <https://joebiden.com/empowerworkers/>.

The above themes do not cover other matters the Biden campaign promised to address. For example, on the geopolitical front, the new administration intends to transition foreign policy to a multilateral approach in dealing with geopolitical tensions with China, North Korea and Russia, and rejoin the 2015 Iran nuclear deal. It also plans to initiate a different approach to trade policy, including renegotiating the Trans-Pacific Partnership as part of a multilateral strategy to restrain China, while also coping with protectionist headwinds. Expect the Federal Communications Commission to be charged with taking a stance on net neutrality. In addition, it is expected that President Biden will sign an executive order saying no member of the administration can influence any Justice Department investigation.

## About Protiviti

Protiviti ([www.protiviti.com](http://www.protiviti.com)) is a global consulting firm that delivers deep expertise, objective insights, a tailored approach and unparalleled collaboration to help leaders confidently face the future. Protiviti and our independent and locally owned Member Firms provide clients with consulting and managed solutions in finance, technology, operations, data, analytics, governance, risk and internal audit through our network of more than 85 offices in over 25 countries.

Named to the [2020 Fortune 100 Best Companies to Work For®](#) list, Protiviti has served more than 60% of *Fortune* 1000 and 35% of *Fortune* Global 500 companies. The firm also works with smaller, growing companies, including those looking to go public, as well as with government agencies. Protiviti is a wholly owned subsidiary of Robert Half (NYSE: RHI). Founded in 1948, Robert Half is a member of the S&P 500 index.