

PHASE ONE SOLUTIONS

EXISTENTIAL THREAT: ECONOMIC INEQUALITY

There are five existential threats facing America today. They are:

Income inequality.

Impending governmental bankruptcy.

Environmental catastrophe.

Loss of faith, trust and belief in government.

Social rupture.

As such, we have five phases to rectify each of them. The first, and most important one for our purposes, is income inequality. ***In order to resolve this one we have to significantly increase your income and net worth. Immediately.***

Thus, of the 54 micro solutions we offer, a good 30 of them are in Phase One. Resolving your income issue leads to the solution of so much else. Conversely, if we can't substantially increase your income, then *nothing* else gets resolved. Nothing else is possible.

Another salient reason for resolving your income (or lack thereof) issue first was recently underscored by E.J. Dionne Jr. in the *Washington Post*. He wrote the following:

"A long-term vision has to be tethered more tightly to voters' *immediate concerns*."

What's more of an immediate concern to American citizens than cashola in the pocketo? Translated to English - You're Gonna Prosper Like a Mobster.

Herewith, the 30 solutions for Phase One.

SOLUTION NO. 01

The process of installing a union currently is protracted, cumbersome, prohibitive, obstacle laden and infuriating. Unfair in practically all ways. In nearly all cases, establishment forces are virulently aligned against unionization in every possible respect. The first solution is to eliminate these burdens.

To absolutely level the playing field, giving the company no advantage over unionization efforts. They both get the same amount of communication with potential members; they both play by the exact same rules. Neither has an advantage and the decision is left completely to employees.

Also establish real consequences for disobeying these stipulations. Inject substantive resources into the NLRB with a mandate to levy massive fines for companies violating these rules and potential criminal charges for individuals that do so. In addition, withhold federal funds from states that discourage unionization.

SOLUTION NO. 02

Alter federal law and establish what is referred to as “sectoral bargaining” wherein workers in an entire sector can belong to a single union that provides for collective bargaining on an enormous scale. As an example, you might have all warehouse workers unite together into one solitary union.

SOLUTION NO. 03

Infuse the existing union leadership across the country with highly educated, sophisticated, tremendously successful former CEOs and business executives.

Need to incent union leadership just like a CEO is incented to achieve certain objectives. All focused on the betterment of their members’ lives and NO OTHER INTEREST. AND DO SO PUBLICLY. TRANSPARENTLY.

Also, perhaps try to cut back a smidge on the number of Mafioso running unions. Just sayin’.

SOLUTION NO. 04

Place a complete ban on non-compete clauses that disallow employees from being engaged by competitors.

Non-compete agreements which prevent people from leaving a job and finding employment in a similar sector limit the options of over 30 million Americans who are currently employed subject to these agreements.

Eliminating the enforcement of these agreements could increase wages by nearly \$300 billion per year.

SOLUTION NO. 05

The orientation and responsibilities of the CEO and the Board of Directors must now change. The CEO would solely oversee the maximization of profit while practicing democratic capitalism.

WE ARE ALL ABOUT PROFIT MAXIMIZATION.

Although the Board of Directors will oversee him or her, more importantly the Board will decide THE SPLIT. After the profit is made, they determine who gets what slice of the excess. It's outside the ambit of the CEO who is financially incented to simply maximize profits.

This further necessitates that the Board of Directors are not selected by the CEO but picked by independent, qualified search firms that are able to demonstrate their lack of bias in favor of management and attract Board members who have no previous ties to the CEO. The Board is financially incented to remain independent and fair.

Heretofore, for four decades, the lower and middle classes have not been focused at all on what was happening on a macroeconomic basis. And even if they did turn their attention however briefly and superficially, they were focused on the total economy - the GDP. There are no answers to inequality on that level.

That's the size of the pie. It's important but not nearly as important as THE SPLIT. The slice of pie you yourself take home.

Every year since 1980 regardless of what happened to the size of the pie, your slice got smaller and smaller to the point where you literally get NO PIECE of ANY increases in GDP. NO BANANA CREME PIE FOR YOU!!

This will now stop.

Pursuing a fair and equitable split that reduces inequality necessitates an administrative paradigm shift. This of course starts at the very top. With the roles of the CEO and the Board of Directors.

SOLUTION NO. 06

All Boards of Directors are to be evaluated based on certain metrics that focus on enhanced profits and equally important, increases in wages for all employees. The bylaws would call for new Board replacements when these criteria fail to be met over time.

SOLUTION NO. 07

Shift the beneficial focus from shareholders to VALUE CREATORS. In addition, to the long-term sustainability of the corporation. In this scenario, shareholders don't get zero - they get a portion commensurate with their economic value contribution.

We propose that the slices of banana cream pie (excess earnings) should be awarded according to the following:

Employees: 50%.

Retained earnings: 25%.

Dividends: 23%.

C-level executives: 2%.

THE END OF SHAREHOLDER PRIMACY

The very first thing required to effectuate our paradigm shift is to re-energize the union movement like never before in our nation's history. This is necessary to accumulate the maximum amount of leverage. The only way to enlarge the split going to middle / lower classes. According to most polls, this is a massively popular endeavor.

The next step is to reorient the economy. Please don't mistake this. We are not directly taking from the rich their existing bounty and bestowing it downward. That would be communism / socialism / bullshit. What we intend to do is rebalance the gains in the GDP *going forward* so that far more of it goes to those below.

This means an end to shareholders as the primary beneficiary of corporate largess. Shareholder primacy has been a Republican specialty for over a century but the modern iteration, which we discussed at length previously in *The Deep Dive*, commenced with an essay in the New York Times by Milton Friedman wherein he didn't even advocate for shareholders so much as mandated that the sole objective of a corporation is to generate profits.

To a large extent we agree. We've also established that Daytraders and High Frequency Traders comprise 92% of trades on the NYSE. The idea that they somehow warrant or deserve the bulk of the wealth generated because they "own" the company is beyond absurd.

If you purchase stock solely for short-term resale you don't own the company, you own a piece of paper (stock certificate) that serves as a betting ticket. Again, your typical barrel of oil is bought and sold 27 times prior to reaching the end user. This generates ZERO economic benefit and these people deserve reward?

As Ayn Rand forever loved to pontificate about, almost always senselessly, there are makers and there are takers. Those who create and those who extract. Those who buy stocks to quickly re-trade them contribute nothing, absolutely zero, to the economy at large. The rewards should largely go to those who create. To that we say: Extraction time is over for wealthy shareholders.

This assumes that value creation, the source of all profitability, is central and should be rewarded. It seems obvious, at least to me, that those who dedicate their lives to excelling at their company, contribute their all, get literally nothing, no portion of the value they create, the productivity they increase, the overall betterment of GDP they produce.

As opposed to some putz day trader freebasing Red Bull trying to clip a few basis points from some other putz day trader.

Not on my watch.

As stated, this applies to excess earnings. Those funds that remain after all expenses have been allocated for. For example, over one-trillion dollars was spent last year on buybacks from excess earnings. Well, not anymore.

This applies to those shareholders who simply trade to benefit themselves by making no contribution to the company. For example:

"The only money that Apple ever raised from public shareholders was \$97 million at its IPO in 1980."

This means that since 1980, Apple has had NO USE whatsoever for shareholders. They haven't contributed A SINGLE THING to the company, its results or even its existence. So why is it that they are rewarded? Especially the most? Not just with stock appreciation but with dividends and stock buybacks?

SOLUTION NO. 08

Those shareholders who actually contribute seed capital (to startups) or expansion capital (to going concerns) will own two different classes of stock. One for startups and the other for expansion capital. They will be rewarded on a more extensive basis than those trading for near-term resale. Not just in dividends but tax treatment.

These investors are the backbone, the very lifeblood of capitalism and deserve whatever comes their way. And in most cases are makers not so much takers. They take legitimate risks.

SOLUTION NO. 09

Effective immediately, all buybacks are made illegal, banned forevermore as unlawful stock manipulation. The money previously allocated to buybacks will be re-distributed to all contributors. Along the following hypothetical:

***Employees: 50%.
Retained earnings: 25%.
Dividends: 23%.
C-level executives: 2%.***

We note that buybacks come from after-tax earnings, so they've already been taxed at the corporate level prior to distribution whereas profit

sharing to employees is a tax deductible expense. This means that the government is actually paying FOR 21% OF THE BENEFIT, not the corporation.

Additionally, this money in the form of bonuses will largely be recycled into the economy through personal expenditures / consumption after personal income taxes are paid. A win for everyone.

Finally, enhancing wages in this way serves as an enormous competitive advantage to attract the best and the brightest.

We addressed buybacks at length in a previous section. Up until 1982 and Reagan, they were illegal - considered illicit stock manipulation. Like almost virtually all conservative economic endeavors (for example: supply side economics / shareholder maximization) buybacks have no economic value or benefit. None.

Except perhaps in some circumstances providing a short term, couple quarter sugar high to the stock price. They amount to a stunning 80% of excess profits, \$1 trillion a year, three times what is spent on research and development. All allocated to this worthless activity.

And all it is, is more extraction to benefit the wealthy only. Remember, the bottom 90% economically own just 7% of stocks, the top 10% own 93%. The only purpose of buybacks is to benefit the wealthy, top 10% of the economic strata.

Employees work their asses off so that 80% of the results of their toil is lit on fire? Does that make sense on any level?

SOLUTION NO. 10

Cap CEO pay based on a ratio of X times the average wage of not their own company, but the industry-wide average wages. The objective is to maximize the cap at 150 times - incrementally reducing it over X period of time.

Those in violation of this will pay enormous excise taxes that scale higher and higher the larger the violation is. It should be noted that the calculation will need to adjust for the size of the company and the profitability.

"CEO pay at the 350 largest public firms, for example, has risen by over 1,200% since 1978."

"High levels of CEO pay are the result of the uniquely strong bargaining power they have as the head of public corporations that are in theory 'owned' by millions of dispersed shareholders."

CEO compensation is a huge contributor to economic inequality. There is a dictum in capitalism that what gets rewarded gets repeated. CEOs are largely incented to increase the stock price beyond any other consideration.

The bulk of their compensation comes in the form of equity awards. Hence, the emphasis on stock buybacks. Part of our paradigm shift is to rein in CEO pay and predicate it on a dramatically different set of metrics.

As we stated earlier, in Solution Number 05, CEOs going forward should only be responsible for the maximization of profits via democratic capitalism. It's up to the Board to determine who then gets what slice of these excess profits.

As such, the CEOs are incentivized to do Friedman's bidding - maximize the potential bounty for all. As to the size of the problem, some statistics:

According to Payscale, the average annual wages at the Walt Disney Company were \$91,849. Last year the CEO made \$32 million. *355 times the average employee.*

The lowest paid Disney employee (housekeeper) makes \$36,400. According to Glassdoor, *the CEO makes 880 times that.*

Average workers' pay in the S&P 500: \$61,900. Average CEO pay in the S&P 500: \$16.7 million. *A ratio of 270 times.*

It should be noted that we are vigorously trying to increase worker pay and if the CEO's compensation is based on a multiple of the average wage, their pay increases as workers' pay increases.

Unions are an effective restraint on excessive CEO pay:

"There are many reasons to support policy efforts to boost workers' ability to form unions and bargain collectively. But a happy knock-on effect of these efforts would be a significant brake on the rise of CEO pay."

PROFIT SHARING – EQUITY GRANTS

One route to absolutely aligning the interests of employees with the interests of management and the Board of Directors, is to grant them equity awards. We, however, believe this to be a component of Phase Two. Our first objective is to substantially increase wages and working conditions as rapidly as possible.

SOLUTION NO. 11

It's called the Fight For 15. Henceforth, the federal minimum wage should be increased to \$15 per hour. With regular cost of living increases to follow annually.

Governor Ronald Reagan:

"The minimum wage has caused more misery and unemployment than anything since the Great Depression."

With the last minimum wage hike in 2009, the nation is now at its longest stretch without a raise in the wage.

"Without any mechanism in place to automatically adjust it for rising prices, the real value of the federal minimum wage has gradually declined, reaching a 66-year low in 2023, where it is now worth 42% less than its highest point in 1968. Moreover, the federal minimum wage is worth 30% less today than it was when last raised 14 years ago."

It's been \$7.25 per hour since Obama's last increase in 2009. It's not remotely a living wage. *Government mandated poverty.* Meanwhile, seven states have no minimum wage or a minimum wage below the federal minimum. Six of those states are in the South - Alabama, Georgia, Louisiana, Mississippi, South Carolina, and Tennessee. Of course.

The singular, and only benefit of a desecration of the minimum wage accrues to large corporations and small-business owners. It's simply about further enriching the rich. As per usual.

Yes, research indicates increases in minimum wage can cause some unemployment (of poverty stricken individuals). That's more in the short term. Long term an increased minimum wage is better for everyone except *the wealthy*.

SOLUTION NO. 12

All employees and their unions need to work in lockstep with management, to be in perfect alignment when it comes to achieving the objective of enhanced profitability. The wellspring and fountainhead of all economic benefit.

This is only possible, however, if a satisfactory split has been agreed to in advance.

We concluded our discussion on the split - who gets what slices of the pie. Next, we turn our attention to manufacturing a pie as large as possible. That means, enhancing corporate profitability.

Populism schmopulism. Corporate profits are the wellspring. The fountainhead from which all benefits flow. And we are way into them. To the extent that we think corporate taxation should be kept to a minimum in order to keep the pie to be split as large as possible. As we said, populism schmopulism. There is no other way.

To refresh your memory, we earlier demonstrated that businesses capture as profit a portion of the value created for the customer. As such, value creation is the heart and soul of pie enlargement. The essence of capitalism.

Pretty much all conservative economic notions do not create value. At all. Buybacks. Supply side economics and its fictional trickle-down theory. Shareholder maximization. None of them provide a scintilla of value to the macro economy at large or on a micro basis, to a business and its stakeholders. Except the rich who benefit up the yaya.

Once the split has been decided to everyone's satisfaction, there's but one thing left. For all employees and their unions to work in lockstep with management, to be in perfect alignment when it comes to achieving this objective.

This is a radical alteration, a paradigm shift, from the way historically management and labor have interfaced. Mostly as adversaries. But there's nothing to be adversarial about. There should be perfect alignment between them.

And the objective is to create and enhance value. This requires all employees, every single one, to be a knowledge worker. To look beyond the tasks they are charged with to either provide additional value to customers or additional efficiency to the company. To be value machines.

SOLUTION NO. 13

What could be an enormous benefit to the alignment we just spoke of earlier, where management and labor are in lockstep with the sole objective of increasing the size of the pie after an acceptable split has been achieved.

One benefit of this alignment could result in better employee morale with likely far less turnover. Where every employee values every other employee because it means lost money to them if one were to leave. The sky is the limit to this potential gain.

An enormous, somewhat hidden cost to enhanced profitability, to the enlargement of the pie, is employee turnover. The costs are staggering. On every level. But a considerably fertile area to generate more substantive slices.

Historically, it has always been a sizeable cost but has increased substantially since 2021 wherein what is known as the Great Resignation took place. The trend is such that at this point, in 2024, nearly 4 million people are quitting their jobs every month.

A HubSpot report found that lost productivity costs to U.S. businesses due to turnover is a shocking \$1.8 trillion every year. And that's just lost productivity. Other expenses include recruitment costs, onboarding costs, impact on employee morale, training costs, lost institutional knowledge, cultural impact and most importantly increased likelihood of future turnover.

It costs thousands of dollars each for lower-level turnover and can easily cost tens of thousands of dollars each for executive turnover. Each vacancy puts pressure on those who remain to pick up the slack which can last months. This leads to lower morale and a sense of being overwhelmed.

“70% of employees say having a friend at work is the most crucial element to a happy work life. Moreover, 50% of employees with a best friend at work reported feeling a stronger connection to their organization.”

Losing that friend or anyone that individual trusts and respects in many cases leads to these individuals questioning whether they themselves should stay. Especially lynchpin employees with a wealth of institutional knowledge.

We'll provide one example: IKEA is the number one furniture retailer in the world. Half of all new employees left before their first anniversary. They estimate on the low side it costs \$5,000 or more to replace each one of them.

The last few years, 62,000 employees were resigning every year. Literally one-third of their workforce. And the cost? In excess of \$310 million a year. A rather large slice of banana creme. It should be noted that IKEA is toxically opposed to unions. Shame, huh?

And the Great Resignation? "Coming out of Covid, people reevaluated what was important to them, and work-life balance became more important." The following indicates in order of importance what employees care most about, separate from wages.

1. Comprehensive healthcare.
2. Paid time off (PTO).
3. Retirement benefits.
4. Flexible schedules.
5. Paid family leave.
6. Professional development.
7. Life insurance.
8. Wellness stipends.

SOLUTION NO. 14

The government needs to mandate that those ten states who have not expanded Medicaid to accommodate the ACA do so immediately. Adding another 4 million to the rolls.

Absent joining, federal government assistance to that state should be substantively curtailed.

Additionally if the most recent cuts to Medicaid are actually put into law they need to be rescinded. In full. The cruelty and stupidity is mind-boggling.

The ultimate goal is to ensure that every single individual in the United States has access to adequate health coverage.

The U.S. is the only high-income country that does not guarantee health coverage, does not provide universal healthcare. Yet, somehow in the United States, we spend VASTLY more money on healthcare than any other nation in the world – by a remarkable margin.

We spend nearly two times more than in the closest country, Germany, and four times higher than in South Korea. And again, get abysmal results.

“The US has the lowest life expectancy at birth (nearly four years less), the highest death rates for avoidable or treatable conditions, the highest maternal and infant mortality, and among the highest suicide rates of any high-income country.”

The Commonwealth Fund, US Healthcare From a Global Perspective.

Where is American exceptionalism? We spend by far the most, get significantly subpar results and don't cover everybody. This is a travesty that needs remedying. I once participated in a healthcare convention where a respected CEO of a large hospital chain said the following:

“There are probably 1,000 executives at this conference who are capable of looking down on the American health care system from 30,000 feet and identify all, and I mean all, that's wrong with it. They can easily see what needs to be eliminated, what needs to be expanded and what needs to be minimized.”

“But the problem is - there's somebody making money at every one of those nodes that needs to be rescinded or minimized and they will take the money they make and fight to the death to preserve it. And so it is.”

The Affordable Care Act (Obamacare) is a huge step in the right direction. 45 million people are enrolled in coverage related to the ACA.

SOLUTION NO. 15

The federal government must mandate a minimum maternity leave period of 16 weeks. Including for those who adopt.

In our quest to enlarge the pie, we start with what we call perquisites. These are work-balance benefits that are easier to quickly implement as opposed to raising wages by 100%, which can only happen over time. These perquisites have a more immediate effect and demonstrate that the government can be effective.

PAID FAMILY LEAVE (PFL)

Like health coverage, the United States is the only high-income country in the world that doesn't provide parents with paid family leave.

"The ILO (International Labor Organization) standards stipulate a minimum maternity leave period of 14 weeks. They recommend increasing it to 18 weeks to afford the birthing parent adequate time to rest and recover."

In the United States federal law mandates six weeks of *unpaid* time off for new parents. And most companies don't offer any. The government does guarantee four weeks of paid maternity leave but that's only for federal employees.

Only 13 states and the District of Columbia guarantee paid family leave. This is quite the contrast with Europe. Britain offers 52 weeks, Sweden offers seven months and others offer as much as 82 weeks.

SOLUTION NO. 16

After reaching a minimum amount of employment, the federal government should mandate a minimum 16 days of vacation and minimum 12 days of time off for sickness.

PAID TIME OFF - VACATION / SICK DAYS

Consistent with everything else, the United States lags far behind other developed nations when it comes to Paid Time Off (PTO). In the U.S. the average individual gets 13 days of vacation per year. In Europe the number is 21 days (62% higher).

And in Europe, 10% of the workforce gets 30 or more days of vacation. Here, most people get two weeks whereas in Europe most people get four weeks (twice as much).

The same applies to sick days. The average in the United States is 9 days versus 13 in other developed nations (44% higher). And in Europe nearly 25% of the workforce gets unlimited sick days.

SOLUTION NO. 17

The government should mandate that within six months, 40-hour week weeks would be reduced to 38. And then to 36 the following year. And continue to be evaluated for more reductions. The ultimate goal is a four-day work week.

The fact that work weeks have been 40 hours for nearly a century is not a good enough reason that they should remain there. Time off from work is a cherished commodity and there is no reason that we can't at least experiment with a shorter work week. For example:

"Worn down by long hours spent at work, the Icelandic workforce is often fatigued, which takes a toll on its productivity."

Islamic people work more hours than any other Scandinavian country and yet have the worst productivity. "In a vicious circle, this lower productivity ends up necessitating longer working days to 'make up' the lost output, lowering 'per-hour productivity' even further."

Iceland conducted two large scale studies that affected roughly 1% of their entire population and reduced the workweek from 40 hours to 36. Regardless of industry, there was no decline in productivity or work output. Similar studies in the United Kingdom and even a few in the United States have found similar results.

"Workers reported having not just more time, but also more energy for hobbies, social lives, and family. And with well-rested employees, organizations maintained, if not improved, the quality of their services."

"However, although productivity-based arguments might help persuade employers and legislatures to consider shorter workweeks, we shouldn't shorten hours just because we can still produce the same amount of stuff."

"In addition to the business case, there's the MORAL one. We shouldn't work less simply because it allows us to be better workers. We should work less because it allows us to be better humans."

SOLUTION NO. 18

Mandate that insurance companies and the government fund programs that send qualified medical personnel into homes both pre and post pregnancy to assist in setting the right course for these children.

SOLUTION NO. 19

Restore and extend the Child Tax Credit with a goal of reducing child poverty to 2%.

"The 2021 expansion of the Child Tax Credit (CTC) led to a historic reduction in poverty in the United States, particularly for children. Research showed that child poverty fell immediately and substantially. According to the U.S. Census Bureau, child poverty fell to its lowest level on record in 2021: 5.2%."

SOLUTION NO. 20

Education is a lifelong endeavor. It doesn't end once a job is secured. IT WILL BE A PRIMARY RESPONSIBILITY OF UNIONS TO ENSURE SUBSTANTIVE EDUCATIONAL OPPORTUNITIES ARE AVAILABLE TO EACH OF THEIR MEMBERS. IT'S AS IMPORTANT AS ANYTHING ELSE THEY DO.

Later we will discuss volunteerism. But this is a particularly fertile area for those educated to help tutor those who are not.

SOLUTION NO. 21

It is absolutely essential that every American regardless of circumstances be taught the basics of economics and personal finance. This education needs to commence starting in the first year of high school and continuing to the last year of college. And then onto the job provided by the company.

A program such as Umbrella 5D needs to be mandatory.

"Education is the investment that can turbocharge every other investment a society makes. When a society is also investing in other areas, education is a force multiplier."

In the late 1800s America became the most educated generation in the world. This remained true for nearly 100 years. Until the 1980s of course.

“The Twentieth Century was the American century in large part because it was the human capital century.”

But in order to sustain this advantage, increasingly larger amounts of education are required. As technology advances, things become more complicated “and citizens need new knowledge and skills to take advantage of that technology, rather than having their labor replaced by it.”

Enhanced education throughout the populace increases the macroeconomics of the country. Generating bigger slices of banana cream pie. “The average American with a bachelor’s degree could expect to LIVE EIGHT YEARS LONGER than somebody without one.” THEY’RE LITERALLY KILLING THEMSELVES.

SOLUTION NO. 22

Raise average public school teacher salaries to \$100,000 over three years.

“But one thing is for sure. A world-class public educational system cannot be accomplished without the best and the brightest heading our classrooms. And it cannot be done on the cheap.”

“For all the education fads of the past 50 years, researchers have found that what matters most for student learning — more than reducing class size or handing out iPads — is a high-quality teacher.”

“One study by Harvard University economist Raj Chetty and his colleagues determined that students with effective teachers in fourth grade were more likely to attend and graduate from college as young adults and to earn more than their peers during their careers.”

And the biggest obstacle to getting high quality individuals to become teachers is pay. On average in the United States, the starting salary for teachers is \$44,530 and the average salary overall is \$71,669.

This is actually a nearly 10% inflation-adjusted decline in salary in just the last decade. When pay needs to be going up substantially, *it's actually going down*, compounding the problem.

The Economic Policy Institute calculated that, in 2022, teachers earned only 74 cents on the dollar compared with comparably credentialed professionals. Teacher pay has suffered a sharp decline compared with the pay of other college-educated workers.

On average, teachers made 26.4% less than other similarly credentialed professionals - the lowest level since 1960. Nothing against actuaries (median salary: \$113,990), but isn't helping a first-grader learn to read as valuable as assessing insurance premiums on your Hyundai Elantra?

So, let's pay them \$100,000 a year on average. That would require roughly an additional \$35,000 for each teacher. There are about 3 million public school teachers. Rounding off, that's roughly \$100 billion annually.

SOLUTION NO. 23

In exchange for significant investments in increasing teacher pay, the teachers' unions will have to give up protecting mediocrity at all costs. Below average teachers need to be fired. With much higher salaries, hopefully this won't be a common occurrence, but it will be as common as it needs to be.

Due to prevailing employment contracts, it is virtually impossible to get rid of below average and actually awful teachers. With what's in place, pay is based largely on seniority which means that teachers have no financial incentive to improve. That ends now.

RETIREMENT

Providing pensions is important but not as important in the near term as dramatically raising wages. As such, this will be a Phase Two endeavor. It will most likely involve grants of equity as part of employment. Which will be vested and serve to keep people in their jobs.

And that concludes our section on enhancing our pie and splitting the benefits.

SOLUTION NO. 24

The federal government will assemble a large department of fiscal brainiacs to uncover all the conservative economic pornography and introduce solutions designed to undo ALL OF IT.

Every molecule.

“With the power they had amassed, Reagan and his allies rewrote the country’s economic rules.”

“Once Reagan took office, his team set out to deregulate the American economy. They did so partly by pushing for bills in Congress, but their main attempts to reduce government intervention did not require new laws.”

Our efforts to undo the 1980s economic paradigm shift involves doing / undoing a large number of government regulations. Eliminating buybacks, leveling the playing field for unions, increases in mandated teacher compensation are just but a few. There will be a host of others to follow.

SOLUTION NO. 25

Going forward, the United States will dedicate 2% of the federal budget to invest in critical technologies and infrastructure that will simultaneously catalyze private investment.

These private investments will be given special tax treatment to make them as attractive as possible.

“More needs to be done to back universities and strengthen science and technology, just as America did during the Cold War space race.”

“The strategy that we’re posing [America First] may protect our market but will mean that China will dominate the rest of the world. That isn’t putting us in a position of global leadership.”

Infrastructure spending as a percent of GDP has declined over 40% since Kennedy. All governments need to strategically invest in paramount industries in their economies and only a moron would think that that’s socialism.

The country needs to be focused on semiconductors, electric vehicles, and batteries. Artificial intelligence and green technology to follow. The country needs to become

world dominant as opposed to ceding it to China. Which those on the right would gladly do.

By the way, the space race was mentioned as an example. It's a fascinating one. Not only did we send men to the moon and return them safely but the technologies we invented in order to be able to do led to all sorts of technologies adapted into every day consumer products.

Here's a list, not intended to be comprehensive. Ready?

WWII brought the invention of the ENIAC – the first programmable general-purpose digital computer. Used at first primarily in calculating artillery and ballistic trajectory charts. It could perform 5,000 operations per second. What used to take days and weeks would then take just minutes and hours.

But then came the Russian satellite Sputnik on October 4th, 1957. Oh boy. We FREAKED. And responded by inventing GPS (to be able to calculate its location at all times) and essentially invented the Internet (to be able to communicate even when attacked nuclearly by Sputnik (like I said, we freaked)).

Invisible braces for teeth, satellite navigation, memory foam, shoe insoles for Air Jordans, smoke detectors, safety grooving in streets, digital cameras that would be used in smartphones. Home air purifiers, space-age swimsuit materials,

Tap water filters (urine was the primary source of water). Cordless tools - the biggest challenge was to make sure that when you use the drill to screw the screw in, the astronaut in zero gravity didn't spin in the opposite direction.

Digital photograph, wireless headsets, LED lighting, portable cordless vacuums, freeze-dried foods, anti-icing systems allowing aircraft to fly safely in cold weather. And in particular, modern laptop computers.

And no, Tang was not a part of the space program. It was simply an already existing product used on the Apollo and Gemini space flights.

SOLUTION NO. 26

If the essence of job creation is business formation a year earlier, WTF are we doing giving all these tax breaks and corporate pornography to the big corporations and wealthy people?

Vigorously transfer corporate welfare and giveaways to encourage private startup activity.

A reminder of the importance of new business formation and the role of small businesses in the American economy.

- Of the 6,318,000 businesses in the country, 98% employ fewer than one hundred. 87% employ fewer than twenty people.
- Less than two tenths of one percent employ more than five hundred people.
- *The average company employs fifteen people.*
- Less than 2% of the corporations in the United States have more than \$10 million in revenue.

It is these small businesses that drive the economy, accounting for upwards of 80% of *all jobs created in the last twenty-five years*. Nothing is more important to the health of the United States economy than the rate at which entrepreneurs are creating new companies.

Nationally, ***job growth mirrors almost perfectly the rate of new business formation one year earlier.*** Hmm, that might be relevant. Important.

Ever hear ONE POLITICIAN discuss this?

IMMIGRATION

Here are the facts:

In 2014 the Congressional Budget Office (CBO) projected that recent immigration to the U.S. will lead to a \$1 trillion increase in government revenue over the next decade, and that the U.S. economy will grow by \$7 trillion due to immigration over the same period, according to reports on the CBO's findings. This increase in revenue is primarily attributed to the increased economic activity and tax contributions from the growing immigrant population.

SOLUTION NO. 27

With our existing, low fertility rate and all the Baby Boomers retiring, we're already in the midst of a worker shortage. In order to just maintain our population growth of the last two decades, we'd have to intake 4 million LEGAL IMMIGRANTS PER YEAR. We currently let in roughly one million.

Effective immediately, we raise the target for LEGAL IMMIGRATION to three million annually. That's the baseline for the first year, after twelve months we review to see if it needs to be raised millions more.

SOLUTION NO. 28

A comprehensive registry has to be established as to where LEGAL IMMIGRANTS are most needed. We then take a systemic approach to getting those coming into this country where they need to go, where the most jobs are. That way, immigration is not a border state problem but an effective way to staff America.

SOLUTION NO. 29

Effective immediately, we need to streamline the visa program. Right now, it takes a minimum of nine months to get LEGAL IMMIGRANTS proper work visas. That needs to be cut to weeks if not days.

The United States economy has held up better than any other in the world and immigrants are the primary reason. Without which we'd be mired in extraordinary inflation and sub-standard growth.

"With unemployment at 3.7 percent, America has too few workers, not too many."

Immigration, even far more than abortion, is a litmus test as to whether you have any idea what you're talking about. We desperately need these immigrants coming across the border. With low birth rates and Boomers retiring, finding additional labor is essential.

Republicans posit that eliminating immigration will solve all the country's problems. That's object stupidity. Nothing could be further from the truth.

The jobs immigrants take, such as - picking crops, working construction, washing dishes in restaurants, cleaning houses and hotel rooms, agriculture, food processing,

hospitality, and long-term care – are not very attractive. In many cases, such workers make less than minimum wage with no benefits.

There are not large numbers of Americans in search of these low-wage jobs.

The labor market has grown substantially since 2023 and foreign-born workers have accounted for roughly half of the increase. Without which it would have been quite difficult to bring down the inflation rate. Going forward we will need many more to counter the effects of decreased birth rates and baby boom retirements.

Fertility is already below replacement level in almost every rich industrialized country in the world. **BUT AMERICA HAS A DISTINCT ADVANTAGE OVER EVERY OTHER OF THESE INDUSTRIALIZED COUNTRIES -, TENS OF MILLIONS OF PEOPLE WANT TO RESIDE HERE.**

Trump has a zero-sum view of the economy, in which every job taken by someone born outside the United States is a job taken away from someone born here.

“Republicans have increasingly campaigned on the idea that immigrants have hurt the economy and taken Americans’ jobs. But the economic record largely SHOWS THE OPPOSITE.”

Let’s be clear: these undocumented immigrants don’t start out as Executive Vice Presidents. Well, maybe at X. You know, if they’re racist and hateful and morally bankrupt enough.

Yes, it’s true that in times when the economy slows down that immigrants can be a threat in that they are typically paid less because they have no leverage in the economy. But still, these are rarely the type of jobs that native-born Americans desire.

Typically, the opposite is the case. They not only don’t take jobs away from natives, but they contribute to wage growth for them. Immigrants characteristically take jobs that complement one another and are in no way a threat.

Stephen Miller, Mr. Trump’s top immigration policy adviser, told *The New York Times* last year that:

“Mass deportation will be a labor-market disruption celebrated by American workers, who will now be offered higher wages with better benefits to fill these jobs.”

Why? Because these workers going after the worst jobs in the nation are simply White as opposed to brown, purple or green? And these better benefits he speaks of? What, like all the urinal cakes you and your young family can consume? The guy's a sociopath.

So, Trump comes along and says he plans the "largest domestic deportation operation in American history." This is a man who believes that "Immigrants are poisoning the blood of our country" so of course it's a mostly racist concept.

"An estimated eight million undocumented workers in the U.S. make up a substantial chunk of the work force in sectors like field work and hospitality."

So, who would replace them? With the economy at full employment, quite literally where are the 8 million workers going to come from after the mass deportation? Especially considering these are the worst jobs in the country. You'd have to be a moron not to understand this.

Companies would either have to stop producing as much as they had been which will raise prices as consumers fight over limited supply. Or they'll have to raise wages in order to attract workers and that raises prices as well.

And although it does increase wages, not in a good way. These increased wages don't come from enhanced productivity but simply from a dearth of sufficient numbers of laborers.

For example, the construction industry is short several hundred thousand jobs. Two in five construction workers are foreign-born.

Fully true, everything Trump and the idiots say about immigrants is completely false. They perpetrate less crime than native born Americans, they pay taxes, they contribute to their communities.

"Less quantifiably, immigrants have contributed mightily to our economic success, from filling entry-level jobs to pioneering some of our most important innovations to leading large corporations."

"So, this seems like a good time to point out that negative views of the economics of immigration *ARE ALL WRONG*. Far from taking jobs away, foreign-born workers have played a key role in America's recent success at combining fast growth with a rapid decline in inflation. And

foreign-born workers will also be crucial to the effort to deal with our country's longer-term problems."

Migrants contribute to the country in a variety of ways. They work and pay taxes. They spend money in the economy. "These workers drive innovation, pay U.S. taxes, start new businesses, and so on."

And it's substantive in scope. The Congressional Budget Office estimates that over the next decade, GDP will grow by \$7 trillion more than it would have without an influx of migrants.

SOLUTION NO. 30

Effective immediately, we increase the number of H-1B visas from 85,000 to 1,000,000 annually. That, as a component of the total LEGAL IMMIGRATION quotas we establish.

ATTRACT THE BEST

"30 percent of U.S. patents, almost 40 percent of U.S. Nobel Prizes in science, and more than 50 percent of billion-dollar U.S. start-ups belong to immigrants."

It's referred to as the annual H-1B lottery. The program has an annual cap of 85,000 visas.

An H-1B visa is reserved for foreign workers in specialty fields who have a job offer from a U.S. employer. Mostly high tech and STEM disciplines. That's 65,000. Another 20,000 who want to earn a graduate degree. The number of these visas haven't increased in over two decades.

It is one of the more enormous competitive advantages that America possesses. Talk about American exceptionalism. ***We can attract the best and the brightest from all over the world who desperately want to come here. Very few if any other nations can claim that.***

All developed nations are aging at this point. Very few have enough population growth to replace their existing populations. We are the primary and perhaps only nation that can choose at will from millions and millions of people all over the world who want to reside here. An envious position indeed.

And we cede to our global competitors what is our greatest advantage. Just curious, why ON EARTH would we do this? I don't know, ask Republicans. United States thankfully is not now nor do we want to be, the lowest cost manufacturer. At least based on cheap labor. That's not where we shine or want to be.

That means we have to win on intellectual capacity. And trust me we got more than enough of that. Earlier we referred to making everyone a knowledge worker. And that is the future of every developed economy. At least those that are going to prevail.

And by the way, we get China to pay for the education of these immigrants. Uh, *thankyouverymuch*. Of course, Donald Trump issues an executive order to curtail this program. He and Stephen Miller. They're trying to protect Americans who may not be able to compete with the best in the world.

That's who they are. They celebrate mediocracy. I believe in America. I believe we can compete with *anyone*. We don't need protection. We need more genius. Who does Trump surround himself with? That's pretty funny.

Trump eviscerating the program constitutes a double whammy. Not only do we not get the benefit of the genius we're turning away but they will bestow their genius on one of our competitors.

There is no doubt that the program needs to be expanded dramatically. Annually, 800,000 qualified, vetted candidates enter the lottery. Each with a job already secured. Research by Britta Glennon, a professor at the University of Pennsylvania, finds that "when companies cannot fill the roles with U.S. workers and are unable to hire highly skilled foreigners, **they actually offshore more jobs.**"

"Microsoft has found that for every H-1B hire we make, we add on average four additional employees to support them in various capacities,"

Bill Gates told members of Congress:

"Across economics, national security, fiscal sustainability, and geopolitical power, immigration is the opposite of America's worst problem. *It holds clear solutions to America's most pressing issues.*"

"This case is actually easy to make. Cheaper and more plentiful houses, higher average wages, more jobs, more innovation, more scientific breakthroughs in medicine, and more state government revenue without

higher taxes - all while sticking it to our geopolitical adversary, China - require *more immigration*."

"If the U.S. is going to become more strategically selfish about protecting key industries such as computer-chip manufacturing from foreign competition, we need to revamp our high-skill-immigration policy too. In fact, the new American economic paradigm doesn't make any sense otherwise."