

# CMA Weekly Update



## CMA Weekly Update – November 5, 2021

The Occupational Safety and Health Administration announced yesterday that employers with 100 or more employees will need to ensure that their employees are vaccinated against COVID-19 by January 4 or that they get tested for the virus weekly. [View](#) our response here and read on for a summary of the new rule.

As we continue to analyze the impact of this rulemaking and provide feedback to federal agencies, you may [send us](#) your questions, concerns and other input. We will keep sharing manufacturers' perspectives and experiences with the administration to make sure manufacturers aren't faced with undue cost burdens and other potential disruptions.

### Key Issues

**Biden Administration Announces Details of Major Vaccination Policies:** Yesterday's long-expected rule announcement calls for a January 4 deadline, later than initially proposed for the federal contractor side of the mandate and aligning the federal contractor mandate deadline with the just announced ETS deadline.

The ETS requires employers to do the following:

- 1) Determine the vaccination status of each employee, obtain acceptable proof of vaccination status from vaccinated employees and maintain records and a roster of each employee's vaccination status.
- 2) Require employees to provide prompt notice when they test positive for COVID-19 or receive a COVID-19 diagnosis. Employers must then remove the employee from the workplace, regardless of vaccination status; employers must not allow them to return to work until they meet required criteria.
- 3) Ensure each employee who is not fully vaccinated is tested for COVID-19 at least weekly (if the employee is in the workplace at least once a week) or within seven days before returning to work (if the employee is away from the workplace for a week or longer).
- 4) Ensure that, in most circumstances, each employee who has not been fully vaccinated wears a face covering when indoors or when occupying a vehicle with another person for work purposes.

In most cases, the ETS does not require employers to pay for testing. Employers may be required to pay for testing to comply with other laws, regulations, collective bargaining agreements or other collectively negotiated agreements. Employers are also not required to pay for face coverings.

OSHA is offering assistance to help businesses implement the standard, including a [webinar](#), [frequently asked questions](#) and other [compliance materials](#).

**Democrats Forge Ahead on Infrastructure and Reconciliation Bills:** The House of Representatives may vote today on the budget reconciliation bill, sending it to the Senate, and we will continue to strongly oppose these efforts to roll back tax reform or impose harmful new taxes. You can click [here](#) for the latest details on the reconciliation bill. While it excludes increases to the corporate rate and the individual rate paid by pass-through entities, as well as estate tax changes, it does include more than \$1 trillion in new taxes, including eliminating critical incentives like bonus depreciation. We provided an action alert to association partners today and will keep you posted on the latest developments. At this crucial juncture, encourage your members to [use this tool](#) to directly dial their member of Congress and tell them to stop tax hikes on manufacturers. In positive news, the separate, bipartisan infrastructure bill may pass the House soon, sending it to the president's desk for his signature—a victory years in the making for manufacturers.

**EPA Targets Methane Emissions:** This week, the Biden administration announced a suite of actions to address methane emissions in an effort to combat climate change. The announcement coincided with the U.N. climate conference in Glasgow, Scotland and the launch of a [Global Methane Pledge](#) that has been signed by roughly 100 countries including the U.S. Details are still emerging, but EPA's [proposal to regulate methane](#) from the oil and gas sector is a core component of the plan. The proposal aims to reduce methane from oil and gas operations by 74% [compared to 2005 levels] by 2035. On Tuesday morning, NAM Vice President of Energy & Resources Policy Rachel Jones [released a statement](#) calling on the administration to continue to work closely with manufacturers. The rules have the potential to impact directly regulated companies, technology manufacturers, downstream users of natural gas and other industry sectors potentially facing future greenhouse gas (GHG) regulations.

**U.S. and EU Announce Section 232 Steel/Aluminum Tariff Agreement:** On Sunday, the U.S. and the EU [announced](#) an agreement under which the U.S. will [replace](#) existing Section 232 tariffs on imports of steel and aluminum from the EU with a tariff-rate quota, and the EU will lift its retaliatory tariffs against U.S. exports. The U.S. and EU will also expand coordination on issues including trade remedies, customs, global non-market excess capacity, and steel and aluminum carbon intensity.

### CMA Member Highlights

- Longtime CMA member Joe McGuire will be retiring from the **Association of Home Appliance Manufacturers** after more than 20 years as the association's president. Joe, a former board chair of the CMA and ASAE, is a well-regarded pillar of the association community. Read the full announcement [here](#).
- **SNAC International** has named Christine Cochran the next President and CEO, taking over from Elizabeth Avery who is retiring next April after five years at the helm.

- Stephen Gold's (**Manufacturers Alliance**) Industry Week article compares manufacturing CEOs' top concerns of today versus ten years ago. See what's changed [here](#).
- The **Portland Cement Association's** [Roadmap to Carbon Neutrality](#) looks to provide "turn by turn" directions on how the U.S. cement and construction industry can drive towards the goal of being carbon neutral by 2050.

*The NAM provides this weekly update with key content for our association partners. This is also a platform to highlight work of our CMA partners. [Shoot us a note](#) on any initiatives or messages that your organization has launched that we can share with others.*

## Coming up

November 17: [Virtual STEP Forward: Accelerating Women in Transportation and Manufacturing](#) (1:00 p.m. – 2:30 p.m. eastern) This event features a panel of female industry leaders who will discuss lessons learned as they have navigated their careers in the industry to identify best practices for recruiting and retaining talented women.

November 19: [D&I Roundtable: Recruiting and Retaining Veteran Employees](#) (12:00 p.m. – 1:00 p.m. eastern)

December 1: CMA CEO Monthly Roundtable Discussion (3:00 p.m. – 4:00 p.m. eastern) Save the date. Registration details forthcoming.

December 8: [Manufacturing in 2030](#) (Four Seasons, New Orleans, LA or Virtual Option Available) Join us in New Orleans to learn more about the **Manufacturing in 2030 Project** and to collaborate with your fellow executives as we look to what 2030 may bring. Engage throughout the day with content focused on the mega-trends that will reshape the world by 2030. Explore new technologies on the horizon, discover what the virtual manufacturing enterprise of the future will look like, and understand what skills and competencies will define future manufacturing leaders. And, most importantly, hear from and network with some of the best minds in the industry.

December 14: [2021 Virtual D&I Summit](#) (1:00 p.m. – 4:30 p.m. eastern)

January 12-14: [CMA Winter Leadership Conference](#) (Four Seasons, Baltimore, MD) Be a part of the conversation at the CMA Winter Leadership Conference. Join nearly 200 manufacturing trade association executives as we discuss disruptive trends and technologies impacting the manufacturing industry.

## Leadership Reads

A weekly round-up of leadership, operations and productivity articles, podcasts, and micro-learning opportunities.

- [How Bosses Can Lure Remote Workers Back to the Office](#) *WSJ.com* (5-min. read)
- [What Works to Retain Staff](#) *IndustryWeek* (5-min read)
- [Implementing Tiered Huddles](#) *Gemba Academy* (30-min listen)

## Also Trending...

Last night [130 phenomenal women](#) in manufacturing were recognized at the ninth annual STEP Ahead Awards. The Manufacturing Institute's STEP Ahead Awards gives women across the country a platform to showcase the incredible opportunities the industry has to offer, whether they are running the company, designing the next big product, or testing innovations on the shop floor. Head over to [#MFGWomen](#) to see the stories of women like [Kristie Pickering](#) inspiring others to become leaders in this industry.