

# CMA Weekly Update



## CMA Weekly Update – October 1, 2021

It's [officially](#) MFG Day and we invite our association partners to help spread the message about careers in modern manufacturing. Join us in celebrating our industry by sharing posts on Twitter, LinkedIn and Facebook using the hashtag [#MFGDay21](#). You can find draft social media posts and accompanying graphics, logos and other materials for your use in the [MFG Day toolkit](#).

### Key Issues

**Infrastructure Talks Continue:** The infrastructure vote was delayed yesterday as Democrats failed to reach agreement on a separate spending bill on health care, climate and other priorities. They are expected to resume negotiations today. Weighing in on the vote for historic infrastructure investments, NAM President and CEO Jay Timmons stated “ Our lawmakers have an opportunity to demonstrate they can continue to work together to accomplish bold initiatives that make America stronger. One thing is certain: it is impossible to claim to be ‘for the worker’ and for the middle class while actively derailing generational investments to the infrastructure these people use every day. The more than 12 million men and women of manufacturing are counting on lawmakers to send this vital legislation to President Biden’s desk now.”

Meanwhile, Congress continues to consider more than \$2 trillion in tax increases in the ongoing budget talks—including proposals that would [cost](#) the nation 1 million jobs and \$117 billion in GDP in just the first two years. The manufacturing community is sending a powerful [message](#) to Congress to vote against these increases and protect the 2017 tax reform law. We hope you'll help us show the magnitude of support behind this effort by [signing on](#) and asking your members to do the same. The deadline to participate in the sign-on letter to Congress is Friday, October 8.

**Update on the PRO Act:** Proponents of the PRO Act are attempting to use the expansive reconciliation package to include some components of the act through the broader budget process. Recently, Democrats on the House Ways and Means Committee voted for new legislative language including an above-the-line tax deduction for union dues, and the House Education and Labor Committee marked up their portion of the bill to include new NLRB enforcement provisions, prohibitions on employer responses to striking employees, and disallowing employer education efforts during union drives. A breakdown of those legislative provisions can be found [here](#). While it is unclear how the Senate parliamentarian will rule on these provisions and if they will survive the Senate process, the NAM continues to oppose any attempts to advance legislation that includes pieces of the PRO Act.

**DHS New Rulemaking to “Preserve and Fortify” DACA Program** This week, the Department of Homeland Security (DHS) published a [proposed rule](#) to establish the Deferred Action for Childhood Arrivals (DACA) program through notice and comment rulemaking. DACA allows

undocumented young adults who came to the United States as children to apply for protection from deportation and permission to work. After the U.S. Supreme Court [blocked](#) the Trump administration's attempt to rescind the program in June 2020—a decision [strongly supported by the NAM](#)—a Texas federal judge enjoined its expansion, declaring the program unlawful because it was never subjected to formal notice-and-comment under the Administrative Procedure Act. That court's ruling allowed the more than 600,000 young people already in the program to keep their protected status.

The new proposed rule preserves the main aspects of the original DACA program created by the DHS in 2012. This includes its individual eligibility requirements, the discretionary nature of DACA adjudication, and the inability to file an appeal or motion to reopen after a denial. The public has 60 days to comment on the proposal. Read more [here](#).

**Guidance on COVID-19 Protocols for Federal Contractors:** Earlier this month, the administration issued an [executive order](#) requiring employees of contractors that do business with the federal government to be vaccinated. The Safer Federal Workforce Task Force's [guidance](#) is somewhat lengthy, so we've distilled some key points:

Federal contractors and subcontractors with a covered contract will be required to conform to the following workplace safety protocols:

- COVID-19 vaccination of covered contractor employees, except in limited circumstances where an employee is legally entitled to an accommodation;
- Compliance by individuals, including covered contractor employees and visitors, with the guidance related to masking and physical distancing while at covered contractor workplaces; and
- Designation by covered contractors of a person or persons to coordinate COVID-19 workplace safety efforts at covered contractor workplaces.

These workplace safety protocols will apply to all covered contractor employees, including contractor or subcontractor employees in covered contractor workplaces who are not working on a federal government contract or contract-like instrument. This new guidance is quite complicated and technical, and we foresee additional questions that the task force will need to answer in the coming weeks. This set of guidance for federal contractors and subcontractors is separate from the anticipated Occupational Safety and Health Administration Emergency Temporary Standard on the testing or vaccination requirement for businesses with more than 100 employees.

**New Survey Data on the Workforce Impacts of Pandemic:** The Manufacturing Institute's Center for Manufacturing Research and national CPA and advisory firm BKD [released](#) the results from their fall [survey](#) of small and medium-sized manufacturers. The biannual survey looks at workforce impacts and the "new normal" for manufacturers with 500 or fewer employees. The [inaugural](#) survey was released in February. Key findings from the fall survey include the following:

- Nearly 79% of SMMs have enhanced workplace safety measures and requirements since the COVID-19 pandemic began.

- More than 71% of respondents said their firms had not received any resistance or hesitation to returning to work.
- Fifty-six percent noted a need for increased worker flexibility, and roughly half had reevaluated what work could be done remotely where possible. With that, 41% said that their business was working to reengineer the production process with social distancing in mind.

View the full survey [here](#).

## Association Operations Update

**New NAM Manufacturers Retirement and Savings Plan:** The NAM recently introduced the Manufacturers Retirement & Savings Plan to help manufacturing associations save time and effort normally involved with managing their own independent 401(k) plans by reducing the administrative burden. Manufacturers enrolled in the plan benefit from the buying power of the NAM, as well as from the expertise and years of knowledge of the dedicated program team. These professionals monitor the investment portfolio, perform recordkeeping and document services and provide administrative support for participating employers, allowing you to focus on other items.

Explore the Manufacturers Retirement & Savings Plan [here](#) to see if you can provide a way to help your employees toward a successful retirement. And [sign up](#) to attend a brief info session with the NAM and plan service providers on October 5 at 1pm ET.

## CMA Member Highlights

- **Household and Commercial Products Association** (HCPA) has released its [2020-2021 Annual report](#).
- The **American Chemistry Council** [highlights](#) how the plastic resin tax contained with the reconciliation package is regressive tax that will drive up costs for consumers

*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

October 1: [CMA CEO Monthly Roundtable Discussion](#) (3:00 p.m. – 4:00 p.m. eastern)

Association leaders are grappling with the challenge of maintaining a strong team in the current labor market. In this roundtable, we will delve into these issues, as well as some unique workforce challenges presented by our current working environment.

October 5: [Manufacturers Retirement & Savings Plan: Helping Your Employees Prepare](#)

(1:00 p.m. – 1:45 p.m. eastern) One way employers are attracting and retaining workers is by offering more robust benefits, including a retirement plan. Hear about the newest offering for NAM member companies and association partners, a multiple-employer 401(k) and savings plan that

saves time and simplifies administration for you as the offering manufacturer but maximizes potential retirement planning for your employees.

October 6: [CMA Insights: Best Practices for Associations: Presenting and Sharing Industry Research](#) (1:00 p.m. – 2:00 p.m. eastern) Your research has the potential to increase member engagement, foster new and exciting content, act as a recruiting tool, and become a source for non-dues revenue. This session is geared towards any association that is looking for ways to breathe new life into its research initiatives. ***CMA Insights webinars bring cutting-edge thought leadership, best practices and professional development to the manufacturing trade association community.***

October 13: [Food and Beverage Industry Group Meeting](#) (2:00 p.m. – 3:00 p.m. eastern) We are excited to welcome [Chris DeLacy](#) and [David Kully](#) from Holland & Knight LLP to share their perspectives on President Biden's executive order on competition policy which includes multiple directives to USDA under the Packers and Stockyards Act and other provisions relevant to food and beverage industries.

October 14: [The State of Cybersecurity: Executive Sentiments & Latest Trends](#) (2:00 p.m. – 3:00 p.m. eastern) Hear the latest from PwC's annual Digital Trust Insights survey, including how executives in manufacturing regard their organization's cybersecurity posture. Then discover the latest trends and most common forms of attack from eSentire's extensive research.

October 15: [D&I Roundtable: Changing the Perception of Manufacturing for Diverse Youth](#) (12:00 p.m. – 1:00 p.m. eastern)

October 21: [CMA Connect: New Strategies for Non-Dues Revenue](#) (3:00 p.m. – 4:00 p.m. eastern) One of the top questions we receive from our association partners is "What steps have the NAM and other associations taken to diversity revenue beyond your dues base?" This session will feature a brief presentation from NAM's Strategic Partnership Team on the categories we have explored, followed by an interactive discussion. ***CMA Connect events are opportunities for manufacturing trade association staff to discuss common challenges, learn from each other and build relationships. Please share with your colleagues in Business Development or related areas.***

October 22: [Creating Workforce Solutions: How and Why to Integrate Afghan Refugees Into Your Company](#) (12:00 p.m. – 1:00 p.m.)

November 1: [CMA CEO Monthly Roundtable Discussion](#) (3:00 p.m. – 4:00 p.m. eastern) Save the date; registration details forthcoming.

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.