

# CMA Weekly Update



## CMA Weekly Update – September 17, 2021

This week, the House Ways and Means Committee met to consider legislation to increase taxes by approximately \$2 trillion over the next decade as part of the Build Back Better Act (the budget reconciliation bill). The bill will impact manufacturers across the country in every industry sector. The NAM has formally [opposed](#) this legislation and put out a statement found [here](#).

Manufacturers need to mobilize to stop tax hikes on manufacturers. We're asking our association partners join the NAM's campaign against the reconciliation package and invite you to [register](#) and attend a special briefing for our association partners on September 22 at 4:00 EDT. We've also developed a new [grassroots action center](#) through **Manufacturers United** for you to share with your members.

Please [let us know](#) if you would like to receive regular email updates on our **reconciliation campaign and opportunities to get involved**. Stay tuned for additional details about how your organization can get involved.

### Key Issues

**NAM Tracking Development of New OSHA ETS:** The NAM continues to track the development of an OSHA Emergency Temporary Standard requiring employers with 100 or more employees to mandate vaccinations for workers or weekly testing. Additionally, President Biden's [executive order](#) directs that employees of federal government contractors also fall under a new vaccine mandate. Federal agencies overseeing those impacted contracts will have an implementation program and a schedule to follow. As with the forthcoming ETS, many details have not been articulated or shared with impacted companies. However, we do know that guidance is expected to be issued by the [Safer Federal Workforce Task Force](#) by Sept. 24 with relevant definitions, explanations and exceptions to the vaccine mandate.

We would like to hear your views about potential testing requirements and other implementation issues as we engage with OSHA, the administration and other stakeholders. If you haven't already, please [share](#) any questions or feedback you or your members have with how this new policy may be developed.

**House Prepares to Add Civil Penalties to National Labor Relations Act (NLRA):** Although the "Protecting the Right to Organize (PRO) Act" was unable to advance in the Senate last spring, House Democrats are now attempting to pass pieces of the legislation through the \$3.5T spending bill. Legislative language released last week includes

provisions of the PRO Act that would impose civil penalties for unfair labor practices (ULPs) and creating a host of new ULPs. The changes contemplated would turn the National Labor Relations Act (NLRA) into a punitive statute, fining employers up to \$50,000 per violation. Among the new ULPs is a provision prohibiting an employer from entering into or enforcing any prohibition on joint, class, or collective action, essentially banning the use of arbitration in employment cases for unionized and non-union employers alike. [Read more](#) here.

**Manufacturers Urge Biden Administration for Action on USMCA Enforcement with Mexico:** Last week, the NAM and several CMA partners sent [this letter](#) from the Alliance for Trade Enforcement (AFTE) to Vice President Harris in advance of the U.S.-Mexico High Level Economic Dialogue. In the letter, AFTE members call for full USMCA implementation given recent actions by the Government of Mexico impacting a number of manufacturing sectors, encouraging the Biden administration to use all available tools to secure Mexico's compliance with its commercial commitments under the USMCA. The letter also highlights the positive impact USMCA has had on job creation, USMCA's potential if Mexico treats businesses and workers in the United States fairly, and expresses concern regarding the degree to which Mexican President López Obrador continues to frame USMCA commitments as contrary to his political agenda.

**Creators Wanted Tour to Hit the Road:** [Creators Wanted](#)—the NAM and The Manufacturing Institute's workforce campaign—is taking its next big step to build the workforce of tomorrow. With a record of nearly 900,000 open jobs in manufacturing, we are taking the campaign on the road with in-person events to capture the imagination of students, teachers, parents and people seeking a new career, including those in underrepresented communities.

The mobile experience, along with other programming events and new online resources, will bring the story of modern manufacturing to communities across the country.

The Creators Wanted Live Tour will visit the following communities.

- Oct. 4–7: Columbus, Ohio
- Oct. 12–15: Charlotte, North Carolina
- Oct. 20–22: West Columbia, South Carolina
- Nov. 8–10: Pella, Iowa
- Nov. 16–18: Freeport, Texas
- Nov. 30 – Dec. 3: Dallas, Texas

We will also soon announce dates for Creators Wanted town halls and other programming events in Detroit, Michigan; Carson City, Nevada; Pittsburgh, Pennsylvania; and Guthrie, Kentucky. All in-person events will follow appropriate safety protocols.

If you can help be part of the solution and support this effort, we invite you to join us and explore opportunities to [get involved here](#).

## **CMA Member Highlights**

- The **Resilient Floor Covering Institute (RFCI)** has named its new President and CEO, William Blackstock, Jr. effective January 1, 2022. He will succeed Dean Thompson, who will stay on as President Emeritus January through June 2022. Dean led RFCI for 15 years before announcing his retirement earlier this year.
- Steve Caldeira's (**Household & Commercial Products Association**) wrote an op-ed in the [Washington Times](#) on the need for national ingredient labeling standards.
- CMA members are celebrating [#TruckDriverAppreciationWeek](#) which highlights the contribution of the drivers who are essential to manufacturing.

*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

September 22: [Stand Together Against Tax Increases](#) (4:00 p.m. – 5:00 p.m. eastern)  
As Congress considers “reconciliation” legislation that could undo the gains of tax reform, the NAM is asking your organization and network to help mobilize the broader business community in opposition to tax hikes. I invite you and your team to a special briefing where we’ll cover a quick legislative update before walking through opportunities to take action to oppose these tax hikes and share tools and resources to help facilitate your efforts.

September 30: [CMA Connect: The Delta Factor](#) (1:00 p.m. – 2:00 p.m. eastern) This roundtable will cover how associations are approaching operational decisions heading into the Fall. The group will break out into discussion groups on office/staff management issues and event and conference related concerns. ***CMA Connect events are opportunities for manufacturing trade association staff to discuss common challenges, learn from each other and build relationships.***

September 30: [Quarterly Economic & Workforce Survey Update](#) (2:00 p.m. – 3:00 p.m. eastern) In the latest NAM Manufacturers’ Outlook Survey for the third quarter, 87.5% of respondents felt either somewhat or very positive about their company outlook, down from 90.1% in the second quarter. Join this webinar to hear BKD Managing Partner John Mather and NAM’s Chief Economist Dr. Chad Moutray present the current economic outlook and downside risks, as well as discuss the results from a workforce survey conducted by BKD and the Manufacturing Institute.

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 1: [MFG Day](#) Launched annually on the first Friday in October with events that continue throughout the month, MFG Day helps show the reality of modern manufacturing careers by encouraging thousands of companies and educational institutions around the nation to open their doors to students, parents, teachers and community leaders. MFG Day

empowers the manufacturing community to come together to address their collective challenges so they can help their communities and future generations thrive.

October 6: [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.

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.) One of the top questions we receive from our association partners is "What steps have the NAM and other associations taken to diversify 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.***

January 12-14: [CMA Winter Leadership Conference](#) (Four Seasons, Baltimore, MD)  
Special early bird pricing available now through October 15!

### Leadership Reads (and Listens)

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

- [Steps for Successfully Implementing Your Hybrid Workforce Plan](#) ASAE (5-minute read)
- [Where is the Vision for Tomorrow's Leaders?](#) *IndustryWeek* (5-minute read)
- [Get Back into a Groove After Vacation](#) *HBR* (5-minute read)

### Also (Still) Trending...

Workforce woes. It's no secret that we are facing one of the most challenging labor markets, with [two-thirds of businesses](#) saying that they are struggling to find workers. With a tight job market and competitive offers from other employers, associations are facing similar struggles. We hope you will join the [October CEO roundtable](#) where we'll discuss some of the unique workforce challenges that associations face.