









ISSUE	AGENCY	BACKGROUND	POSITION	STATUS
<p>DOL OVERTIME PROPOSAL</p>		<p>The DOL issued a new rule which updates the earnings thresholds necessary to exempt executive, administrative and professional employees from the Fair Labor Standards Act's (FLSA) minimum wage and overtime pay requirements, and allows employers to count a portion of certain bonuses/commissions toward meeting the salary level. The new thresholds account for growth in employee earnings since the thresholds were last updated in 2004.</p>	<p> Engage coalition partners such as the NAM and U.S. Chamber to submit comments supporting the increase.</p>	<p>The DOL issued the final rule which will:</p> <ul style="list-style-type: none"> • raise the “standard salary level” from the currently enforced level of \$455 per week to \$684 per week (equivalent to \$35,568 per year for a full-year employee) • raise the total annual compensation requirement for “highly compensated employees” from the currently enforced level of \$100,000 per year to \$107,432 per year <p>The Rule takes effect on Jan. 1, 2020</p>
<p>TEXAS FRANCHISE TAX REFORM</p>		<p>The TRSA Tax Task Force is making an effort to redefine retail trade to include the commercial laundry industry in regards to the Texas tax code.</p> <p>For tax reports due on or after Jan. 1, 2008, the Texas legislature enacted a Revised Franchise Tax, commonly referred to as a “Margin Tax.” This Margin Tax expanded the scope of the tax to nearly all businesses, lowered the tax rate and is based on an entity’s taxable margin. Prior to enactment of the legislation, the franchise tax was primarily applicable to corporations and LLCs and was based on taxable capital and earned surplus. In Texas, there is a margin tax rate for qualifying retailers and wholesalers of .375% and a margin tax rate of .75% for everyone else, including the commercial laundry industry.</p>	<p> Hire Texas Legislative Representation.</p> <p>TRSA is organizing laundries in Texas to educate state legislators and regulators on the commercial laundry process and the positive impact this change would have.</p>	<p>Hired Texas Legislative Consultant</p> <p>State Rep. Drew Darby (R) Introduced HB 1089</p> <p>Texas Legislative Conference visited over 100 legislative offices.</p> <p>Testified in hearing for bill PASSED HOUSE</p> <p>Introduced in Texas State Senate</p> <p>Hearing in the Senate Committee on Finance</p>
<p>INDIANA WAGE ASSESSMENT ACT REFORM</p>		<p>The Indiana Wage Assignment Act of 2015 lays out what items are allowable for deducting wages from an employee’s paycheck. While the actual language specifically mentions only the purchasing of uniforms, The Indiana Department of Labor Wage and Hour Division has interpreted the law to allow for both the purchase and rental of uniforms. This confusion has led to the filing of lawsuits against employers and laundry providers for inappropriately deducting employee wages.</p>	<p> TRSA is organizing laundries in Indiana to educate state legislators and regulators on the commercial laundry process and need to reform the legislation.</p> <p>Work with the Indiana Chamber of Commerce to reform the Act.</p>	<p>Secured State Sen. Phil Boots (R) to Sponsor Legislation</p> <p>SB99 Introduced in State Senate</p> <p>Testified at Indiana State Senate Committee on Pensions and Labor</p> <p>Bill passed out of Pensions and Labor Committee</p> <p>SIGNED BY GOVERNOR</p>
<p>CALIFORNIA STATE BILL (AB129)</p>		<p>Would require any commercial laundry operating in California to install filtration devices that would reduce the amount of microfibers in the waste stream by 100%. This would cost laundry operators over \$250,000 to comply.</p>	<p> Hire CA firm</p> <p>Met with staff of the bill sponsor to describe the negative issues with the legislation as written.</p> <p>Met with legislators to oppose bill as detrimental to the linen, uniform and facility services industry.</p>	<p>Testifying before the California Assembly Environment and Toxins Committee</p> <p>BILL PULLED FROM CONSIDERATION</p>

ONGOING