



LEGISLATIVE HIGHLIGHT

TRSA, BIZ COALITION TAKE ON DOD OVERTIME RULE

 **THE PARTNERSHIP TO PROTECT WORKPLACE OPPORTUNITY (PPWO)**, along with 84 employer organizations, including TRSA, recently sent a letter to Congress urging support for the Overtime Pay Flexibility Act (H.R. 7367). This legislation would prohibit the U.S. Department of Labor (DOL) from implementing or enforcing its proposed overtime-pay rulemaking. A final rule was issued in late April.

If allowed to take effect, DOL's rule will negatively impact businesses across all sectors, employees and customers. It would force the reclassification of millions of employees from salaried to hourly. This change means these employees will lose access to critical benefits, their hard-fought status in the workplace, opportunities for career advancement,

flexible-work arrangements and potentially their jobs altogether. Entry-level employees will bear a disproportionate share of the consequences of the DOL's move. Those who are particularly vulnerable include employees or prospects from rural and economically struggling areas or those graduating with degrees that don't traditionally draw high salaries. What's more, this regulation would impose high compliance costs and impose destabilizing organizational changes.

The Overtime Pay Flexibility Act would protect workers, American businesses and the economy from this policy. TRSA urges Congress to pass H.R. 7367 and require DOL to abandon its proposed rule. Doing so would safeguard the U.S. economy, protect workers' jobs, benefits and future career growth, while shielding American businesses in all sectors from its costly and burdensome administrative requirements. Click bit.ly/Overtimelet to read the letter. 

FEDERAL LEGISLATION

ISSUE	BACKGROUND	ACTIONS	STATUS
THE EPA ANNOUNCED A SIGNIFICANTLY STRICTER STANDARD FOR FINE SOOT	The new standard would lower the National Ambient Air Quality Standards for fine particulate matter (PM2.5) from 12 micrograms per cubic meter of air to 9 micrograms. If enacted, this would significantly increase difficulty and cost for manufacturers to operate in the U.S. Some laundries, especially in the industrial sector, in "nonattainment" areas could be unable to operate.	An analysis by Oxford Economics commissioned by the National Association of Manufacturers (NAM) found that this standard could cut GDP by nearly \$200 billion and cost up to 1 million jobs by 2031.	TRSA has spoken out repeatedly against this stricter regulation and is calling on Congress to reverse it. Recently, TRSA joined a NAM lawsuit against the Environmental Protection Agency (EPA) rule on fine soot.
CHANGES TO PFAS REPORTING REQUIREMENTS AND SUPPLIER NOTIFICATIONS FOR CHEMICALS OF SPECIAL CONCERN	The Environmental Protection Agency (EPA) recently passed a rule designating PFOA and PFOS as hazardous substances under the Comprehensive Environmental Response, Compensation and Liability Act (CERCLA). This rule will create reporting requirements and potential cleanup options. The EPA also issued National Primary Drinking Water regulations that set maximum contaminant levels for six PFAS compounds.	Working with other affected industries, TRSA is sharing concerns with EPA about the proposed rule change. TRSA members met with 78 congressional offices during the April Legislative Conference on key issues, including PFAS.	Co-signed a letter expressing concern over the Hazardous Substance designation and requesting more time for public comment. TRSA drafted a letter to EPA Administrator Michael Regan requesting financial incentives to offset the costs of PFAS remediation. We are working with members of Congress to build a bipartisan coalition of sponsors.
DOL OVERTIME PROPOSAL	The Department of Labor (DOL) has been in the rulemaking process to raise the minimum salary threshold under which workers must be paid overtime. The rule will increase the minimum salary threshold from \$35,568 to \$43,888 in July, and then to \$58,656 in 2025. The threshold for highly compensated employees (HCEs) will jump from \$107,432 to \$132,964 in July, and then to \$151,164 in 2025. The rule also implements automatic updates to both thresholds every 3 years.	Employer organizations are considering litigation challenging the rule. TRSA is working with coalition members to file a request with the DOL to extend the implementation timeline.	TRSA-signed letter submitted, requesting an extension of the comment period. The final rule was issued late April.
OSHA HEAT INJURY AND ILLNESS ADVANCED NOTICE OF PROPOSED RULEMAKING (ANPRM)	OSHA issued an Advance Notice of Proposed Rulemaking (ANPRM) on Heat Injury & Illness Prevention in Outdoor and Indoor Work Settings (86 Fed. Reg. 59309, Oct. 27, 2021). As announced in the ANPRM, OSHA is seeking information on the extent and nature of hazardous heat in the workplace and the nature and effectiveness of interventions and controls used to prevent heat-related injuries and illnesses.	TRSA, in coordination with coalition partners, is developing and submitting comments to OSHA and monitoring the issue as the process moves forward.	Comments submitted to OSHA over concerns with the ANPRM process.

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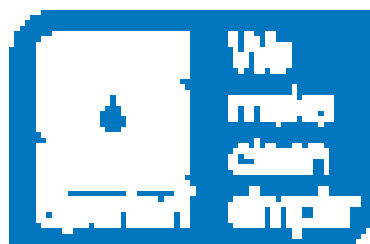
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FEDERAL LEGISLATION

ISSUE	BACKGROUND	ACTIONS	STATUS
INCREASE SUPPLY OF REUSABLE HEALTHCARE PPE	TRSA members supply, launder and maintain sustainable, reusable, hygienically clean and safe textiles including linens, uniforms, garments and personal protective equipment (PPE). If properly incentivized, the industry can promote supply-chain security, environmental sustainability, cost-savings and safety by increasing the share of reusable healthcare textiles (HCTs) in healthcare settings.	<p>Highlighting the benefits of reusable HCTs.</p> <p>Working with the American Hospital Association to aid with adoption of reusable HCTs.</p>	<p>TRSA helped build a bipartisan coalition in Congress to submit a letter to HHS Secretary Xavier Becerra. In response, the CDC is conducting a study of the benefits of reusable vs. single-use HCTs.</p> <p>Meeting with legislators to discuss the benefits of establishing a minimum operating threshold of reusable HCTs in healthcare settings.</p> <p>A workshop was held in early March to engage stakeholders. TRSA recommended several members to represent our industry on the panel.</p>

STATE LEGISLATION

STATE	BACKGROUND	ACTIONS	STATUS
 CALIFORNIA	TRSA is playing both offense and defense in the California legislature. On defense, TRSA is fighting new versions of the microparticle filtration and plastic wrap bans, as well as Extended Producer Responsibility (EPR) legislation.	TRSA is contacting legislators to protect and promote the linen, uniform and facility services industry. TRSA continuously monitors and proactively addresses new legislation that could impact our industry.	Enhanced Producer Responsibility (EPR) legislation has been reintroduced.
 ILLINOIS	Illinois SB2727 would impose microfiber-filtration requirement on washing machines, beginning Jan. 1, 2030.	Advocating for fair and balanced policy that does not place undue burdens on our industry and the communities we serve.	This bill is awaiting committee action.
 NEW YORK	<p>TRSA is advocating for legislation that would require a 50% minimum operating threshold of reusable healthcare textiles in healthcare facilities.</p> <p>TRSA continues to oppose a congestion-pricing scheme that will cost deliveries an extra \$24-\$36 per trip into a high-traffic zone.</p>	<p>Engaging the appropriate policymakers to advance TRSA's goals.</p> <p>Held a "Hill Day" session in Albany on April 15-16 to educate policymakers and boost awareness of and support for our key issues.</p>	<p>AB 6995/S8169 introduced in the New York Assembly and Senate by Assembly Member Septimo (D) and State Sen. Cleare (D).</p> <p>The Mobility Review Board recently passed the proposal, pending lawsuits that could delay its implementation next month.</p>
 KENTUCKY	Recent regulations require our industry to pay both sales tax on their purchases and charge sales tax again on the services they provide to customers. This has led to a situation of double taxation and tax pyramiding, wherein the Department of Revenue essentially charges sales taxes twice on the same items.	TRSA is meeting with policymakers to correct this double-taxation policy.	TRSA and industry stakeholders are meeting with the Kentucky DOR to clarify and correct the double-tax.
 WISCONSIN	A Wisconsin corporation may claim a corporate income/franchise tax credit of 7.5% of "qualified production activities income" each year, which includes manufacturing.	<p>Hill Day in Madison</p> <p>Secured legislative authors for a bill to change the Standard Industrial Classification (SIC) codes of the industry.</p> <p>Submitted legislative language for drafting.</p>	AB945 passed the Assembly Committee but didn't make it onto the schedule for a vote this session. We expect the bill to be re-introduced in 2025 and hope to see it enacted next year.



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