

SAFE AND PRODUCTIVE WORKPLACES

PRINTING United Alliance supports policies that create best-in-class workplaces, with an emphasis on workplace safety, a balanced approach to employer-employee relations that results in competitive employer benefits, career advancement and higher wages, and workforce development that encourages diversity, inclusion, and a path for career and technical education.

OSHA: A Collaborative Approach to Safety & Compliance

Protecting workers is a top priority for the printing industry, and it welcomes strong, clear, and consistent workplace rules enforcement that allows companies and employees to create effective compliance programs. Printing companies seek full transparency on the data, science, and studies used by OSHA to develop its safety regulations. In addition, regulations should be written in simple and clear terms so that small businesses can do so without the expense and complications of consultants and attorneys. Most importantly, the Alliance is concerned that OSHA's regulatory overreach is harming job creators and workers.

NLRB: A Balanced Approach to Employer-Employee Relations

The Alliance seeks to advance policies that protect the rights of employees, foster the American Dream, and strengthen the economy. It is critical that the nation's labor laws support flexibility and innovation and recognize today's workplace is typically defined by direct employer-employee communications, rather than an overreliance on organized labor to negotiate and determine policy. The printing industry supports a balanced approach to employer-employee relations that results from collaborative policymaking. Business management, employees, organized labor, and lawmakers should engage in stakeholder dialogue to ensure this balanced approach results in labor regulations that support a modern workplace and economy.

Workforce Development

Printing is a legacy manufacturing industry that is constantly evolving. Today's world of print is based on science, technology, and digital imaging. While a handful of four-year higher educational institutions offer degrees in print-specific fields of study, many working in the industry learn key skills via community colleges, apprenticeships, certification, and trade schools. Once hired, continuing technical education is often required. Like many manufacturing sectors, the printing industry struggles to attract new talent, and the challenge to fill open positions ranks as a top business concern. To that end, the Alliance supports expanding the industry's labor pool with women, the disabled population, "second chance hire" candidates, and military veterans.

Actions for Leaders to Take

- Engage businesses, employees, lawmakers, and regulators to take a modern, collaborative approach to policymaking that will foster a positive workplace safety culture that encourages productivity and growth.
- Provide oversight of OSHA to ensure regulations are outcome-based, reviewed in a meaningful and timely manner, and that outdated or ineffective rules sunset or are updated to meet current workforce safety needs.

- Ensure that any new OSHA regulations do not overburden the regulated community with prescriptive mandates.
- Appoint and confirm NLRB members that commit to restoring a balanced, multi-stakeholder approach to labor regulations. Oversight should focus on ensuring the NLRB operates in a less adversarial and more collaborative approach. Labor policy should reject a “one size fits all” approach that does not reflect modern workplace dynamics in the manufacturing sector.
- Pass H.R. 8195, the *Education and Workforce Freedom Act*, with all due speed. Section 3 of H.R. 8915 encompasses a revised version of the *Freedom to Invest in Tomorrow’s Workforce Act* (H.R. 1477/S. 722), which the Alliance strongly supported. H.R. 8195 would permit beneficiaries of 529 savings accounts to use the funds in those accounts to cover costs associated with obtaining and maintaining postsecondary credentials, including professional certifications and occupational licenses.
- Allocate federal funds to the Department of Education (DOE) to support career and technical education (CTE) programs and encourage diversity and inclusion by creating incentives to hire and train workers from an expanded talent pool.

About PRINTING United Alliance

PRINTING United Alliance, the most comprehensive printing and graphic arts trade association in the U.S., is built by and for printers and professionals in the industrial, graphic, garment, textile, electronics, packaging, and commercial printing markets. Find more information about the Alliance at: <https://www.printing.org/> or send an email to govtaffairs@printing.org.