

# COMPETING TO WIN: A LABOR AND EMPLOYMENT AGENDA



**The National Association of Manufacturers is the largest manufacturing association in the United States, representing manufacturers in every industrial sector and in all 50 states. Nearly 13 million people make things in America, generating almost \$3 trillion in GDP.**

Manufacturers understand that markets promote competitive wages, that equality of opportunity is essential, that equal work should earn equal pay and that workers should be guaranteed the freedom to associate or not associate with a labor organization without fear of intimidation or coercion.

Working together, we can unleash the full potential of modern manufacturing and ensure that the U.S. is competing to win across the globe. When manufacturing wins, America wins.

## ► Manufacturers' Views

- Every employee should be guaranteed freedom—without intimidation or coercion—to join or not join a labor organization and to maintain or discontinue their support and participation in union activities. Lawmakers should always protect the fundamental employee right to select or reject a bargaining agent through secret ballot elections conducted by an appropriate agency with adequate safeguards.
- Federal labor policy and legislation should continue to encourage the free and lawful flow of facts and information between employees and employers when workers are considering union representation. Laws or agreements that prevent the unrestricted flow of information and inhibit workers from understanding all the facts related to unionization should not be promoted at the federal level.
- Labor relations should be conducted in a spirit of cooperation and mutual respect. Employees, unions and employers all have a vital stake in maintaining safe, productive and competitive workplaces. Emphasis and resources should be placed on solving problems and resolving issues rather than on conflict and confrontation.

## \$102,629


average earnings of manufacturing employees in 2023, including pay and benefits. Compare this to the 2023 earnings average of \$86,598 for workers in all private nonfarm industries.

## 93%

of manufacturers were eligible for health insurance benefits in 2024—significantly higher than the 81% average for all firms.

## 80%+

of manufacturing workers expressed satisfaction with their jobs.

 Source: "Facts About Manufacturing" on NAM.org

## › Actions for Leaders



Support legislation that guarantees employee choice and freedom of association.



Oppose efforts to mandate compulsory arbitration, including labor courts.



Protect workers through flexible commonsense workplace safety regulations.



Promote 21st-century workplace ideas that incentivize employees to remain and grow in the manufacturing sector.



Ensure meaningful and effective oversight of key workplace regulators to promote smart and fair regulatory approaches.

## The NAM in Action

The NAM will continue to strongly oppose any legislation that hurts workers' rights, their relationships with their employers and the overall competitiveness of U.S. manufacturing. The 119th Congress should strive to support labor policies that reflect the modern manufacturing sector.

