



LABOR AND EMPLOYMENT: **Adapting Policies for a 21st-Century Workforce**

The manufacturing shop floor continues to evolve and change. Meanwhile, manufacturers in the United States face government-imposed challenges that are not faced equally by many of our global competitors. The U.S. will not maintain its mantle of economic leadership unless all labor stakeholders work together to ensure the best and most productive workplaces. Employees, organized labor, management and lawmakers should collaborate in search of outcomes that deliver a positive work environment, opportunities for employee professional growth and safe and healthy facilities.

Labor and employment laws do not account for advancements in worker safety and productivity and the changing nature of work. Regulators must also update their approach to account for the modern shop floor by enabling innovation and streamlining clunky and outdated regulations that stand in the way of a safer and more prosperous workplace. For their part, policymakers need to quickly adapt to the changing nature of work and avoid seeking one-size-fits-all policies that are no longer appropriate for the wide array of available work arrangements and duties. Manufacturers

understand that well-functioning 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.

Policymakers can update workplace laws and regulations to unleash the full potential of modern manufacturing and innovation and ensure that the U.S. remains globally competitive well into the future. Manufacturers and the manufacturing workforce are evolving and adapting constantly to the demands of the 21st-century economy to stay safe, productive and competitive. Modernizing labor and employment laws and regulations to fit the needs of today's manufacturing workforce—rather than relying on older or inaccurate views of manufacturing—will benefit workers and improve safety outcomes.

A Labor and Employment Agenda for the Future Must:

- Maintain a balanced, dependable and fair approach to labor policies and regulations.
- Update complicated and outdated labor and employment policies to reduce regulatory burdens, while continuing to ensure worker health and safety.
- Enable employers to continue to provide employees with new opportunities in modern manufacturing and more competitive pay through innovative means.
- Adapt to the changing needs of the modern manufacturing workforce.
- Focus on outcomes, encourage collaboration and highlight successful approaches manufacturers take with their employees and at their facilities to promote more productive and safer workplaces.

“Manufacturers share a firm commitment to ensuring the best workplaces with great benefits. We strive to offer flexibility and foster a positive work environment that recognizes employees’ needs in the modern economy. That’s why we believe in laws and policies that allow us to adapt and respond to the latest trends and challenges.”

—Veronica Braker, Senior Vice President, Global Operations, Archer Daniels Midland Company



ACTIONS FOR LEADERS TO TAKE:

- ✓ Oppose initiatives that tip the balance away from current legal precedent with respect to union organizing, appropriate bargaining unit sizes and expanded definitions of key labor terms.
- ✓ Promote 21st-century workplace ideas that incentivize employees to remain and grow in the manufacturing sector, such as options for compensatory time off.
- ✓ Reestablish collaborative approaches with employers and create effective federal advisory councils to address workplace safety needs, equal employment opportunities and a diverse workplace.
- ✓ Support legislation that guarantees employee choice and freedom of association.
- ✓ Codify clear, uniform and workable federal nondiscrimination protections for all employees in the workplace.
- ✓ Ensure meaningful and effective oversight of key workplace regulators, such as the Department of Labor’s Occupational Safety and Health Administration and Wage and Hour Division, Equal Employment Opportunity Commission and the National Labor Relations Board, to promote smart and fair regulatory approaches.