

# Government Relations Issues and Status

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# NCA Federal Policy Agenda

- Taxes
  - Health Care
    - Labor
      - Environment
        - Immigration



# Reconciliation - Taxes

More than 40 tax increases totaling \$2 trillion

- Corporate tax rates increase to 26.5 percent
- Individual rates to 39.6 percent
- 3 percent surtax on incomes over \$5m
- Capital gains taxes increases to 28.3 percent
- Death tax exemption lowered to \$6m
- Doubles cigarette/cigar tax and other nicotine products
- SALT deduction increase
- Universal paid family, parental and medical leave
- Automatic enrollment in IRA or 401(k)



# Reconciliation – Labor

- Increased funding for electronic elections
- Significantly increases penalties for even minor or paperwork violations of labor laws.
  - Up to \$70,000 to \$700,000 per offense
- Tax break for union dues



# PHIT Act

- Allows individuals to use up to \$1,000 in HSA funds for fitness-related activity and equipment (\$2,000 for a couple).
- Shift in healthcare spending from sickness to health.
- Allow parents to offset some of the cost of child's organized sports.



# Regulatory Challenges

- Independent contractor classification
- OSHA Heat-related illness
- Vaccine Mandate
- FTC Independent Contractor Unionization
- Rescission of 2020 joint-employer rule in effect October 5, 2021
- Navigable Waters Protection Rule – aka WOTUS



# Immigration

- Pathway to citizenship excluded from reconciliation – green card options?
- H-2B visas
  - Release of additional visas
  - Reform
- National interest exceptions – travel restrictions lifted November 8
- Comprehensive Reform



# Looking Ahead

- Debt ceiling – Again
- Fiscal 2022 spending bills
- Reconciliation
- Infrastructure
- National Defense Authorization



# Questions?

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