

# 2017 Regulatory Roundup: The Impact of the Trump Administration on Construction Industry Labor Policies



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# What A Difference A Year Makes

## 2016 Obama Initiatives:

- White Collar OT Rule
- Persuader Rule
- Blacklisting Rule
- OSHA Injury Reporting Rule
- OSHA Silica and Beryllium Standards
- NLRB attacking Joint Employers, IC status, and Handbooks
- EEOC changes to EEO-1 pending
- Many Bad Executive Orders

# What A Difference A Year Makes (cont.)

## 2017 Trump Initiatives:

White Collar OT blocked

Blacklisting dead

Persuader blocked

OSHA injury reporting under review

Silica and Beryllium delayed

Apprenticeship expansion proposed

NLRB changes starting to happen

Tax Reform

EEOC EEO-1 change blocked

New emphasis on reducing regulations

Solid appointments so far

# US Department Of Labor: A Closer Look

- Status of the White Collar OT rule – injunction in effect – appeals in abeyance - waiting for new proposed rule (and a new WH Admin)
- Persuader rule – same
- OSHA Injury Reporting – in effect but changes expected (with a new OSHA Secy)
- Silica and Beryllium – in effect but with phased enforcement and talks ongoing
- Apprenticeship opportunities on the horizon

# Changes Coming To The NLRB

- Now a 3-2 Republican majority (temporarily)
- A solid new NLRB General Counsel is pushing to change course
- The Obama Board's radical Joint Employer standard under attack
- NLRB's war on employee handbooks may be scaled back soon
- Micro units and other new election rules could change for the better
- Pro-union Independent contractor standard
- Class arbitration issue pending at Supreme Court (where Justice Gorsuch could make the difference)

# Unfinished Business

- The continuing fight over PLAs at the federal and state levels
- Davis-Bacon Reform
- Increasing recognition of ABC apprenticeship and craft training programs
- Health Care and Tax Reform
- Advancing the merit shop agenda at the state/local levels

# ABC's Role In The Trump Administration

- Mike Bellaman appointed to the Apprenticeship Task Force
- Friends of ABC holding many key positions in the Administration
- Vital to stay engaged at all levels
- 2018 federal and state elections will be crucial
- Continuing battles at state and local levels

# Questions?