



Immigration

Press Releases

Manufacturers Renew Call for Action on Immigration

NAM CEO says broken system is harming manufacturers' competitiveness

October 13, 2022 11:41am

Washington, D.C. – National Association of Manufacturers President and CEO Jay Timmons addressed the Minnesota Chamber of Commerce's Manufacturers' Summit today, where he made another call for policymakers to act on immigration, saying it is time to "fix this problem now." Timmons called on Congress to act in the year-end government funding bill. His remarks come as the NAM rereleased its immigration proposal "[A Way Forward](#)."

Excerpts from Timmons' speech:

"First and foremost, this is a humanitarian issue. We see it play out in tragic ways—including family separations at the border and confusion as families seek to reunite following a harrowing journey."

"But as manufacturing and business leaders, we also know there are serious economic consequences. Research and development—the cornerstone of innovation and our industry's success—depends on access to the best and brightest from across the world."

"The broken immigration status quo is also preventing us from growing our talent pool, leaving jobs unfilled. There are around six job seekers for every 10 job openings in the U.S., and our population growth is slowing. Last year, the U.S. population grew at its slowest rate ever."

"Last year's infrastructure law and this year's CHIPS and Science Act prove that Congress can still get bipartisan things done—and immigration should be next on the list, whether it's one bill or multiple bills. We would absolutely support a long-term, comprehensive legislative fix that addresses all of these issues, but we also want to be realists. We have a workforce crisis that needs to be addressed now, so let's take action where we can. We want to focus on the art of the possible. One approach would be to address some of these issues in the year-end government funding bill."

First released in 2019 and updated to reflect current challenges, the NAM's "A Way Forward" proposal identifies seven core areas of action for Congress and the administration to take:

- Strengthen border security through physical infrastructure and best-in-class technology.
- Prioritize America's workforce needs through reforms to the legal immigration system.
- Reform nonimmigrant visas and temporary worker programs to reflect employer needs, including a fund to support STEM programs so that we can reduce the need for these types of visas in the future.
- Provide a permanent and compassionate solution for populations facing uncertainty, including the Dreamers, who were brought here as children and know no other home.
- Reform asylum and refugee programs for a more orderly and humane system, including asylum standards consistent with our values.

- Fix the problem of the unauthorized population with a firm reset, requiring an orderly process of review, including financial penalties for those who seek to become legal and deportation for those who choose to stay in the shadows.
- Strengthen the rule of law so that it is respected and followed by all, with a focus on gang violence and also on requiring localities to cooperate to advance the enforcement of immigration priorities.

View “A Way Forward” in full [here](#).

-NAM-

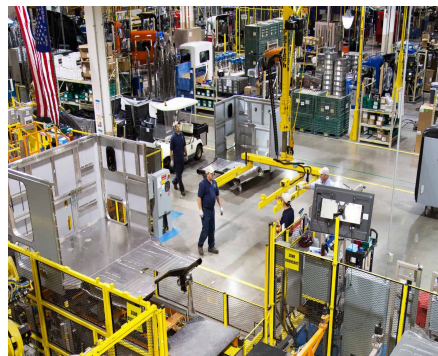
The National Association of Manufacturers is the largest manufacturing association in the United States, representing small and large manufacturers in every industrial sector and in all 50 states. Manufacturing employs more than 12.8 million men and women, contributes \$2.77 trillion to the U.S. economy annually and accounts for 58% of private-sector research and development. The NAM is the powerful voice of the manufacturing community and the leading advocate for a policy agenda that helps manufacturers compete in the global economy and create jobs across the United States. For more information about the NAM or to follow us on Twitter and Facebook, please visit

www.nam.org

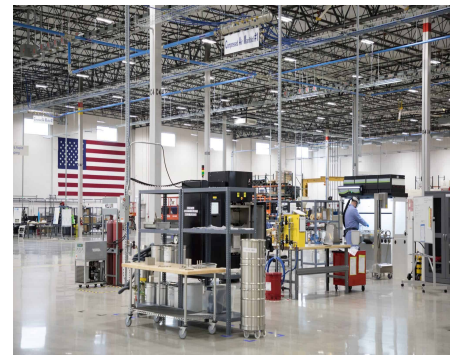
RELATED



[Manufacturers Celebrate Victory in NAM v. SEC](#)



[New Study | Stricter Interest Expense Limits Costs Half Million Jobs](#)



[Manufacturers' Third Quarter Outlook Shows Continued Supply Chain Issues, Growing Workforce Needs and Rising Costs](#)

Policy and Legal

Immigration Is a Personal Cause for This Manufacturing Leader

By NAM News Room June 29, 2023 10:45am

For Fernando Torres, the vice president of operations at thermoplastics manufacturer Greene Tweed, the issue of immigration is personal. In 1996, at the age of 16, Torres immigrated to the United States. He was undocumented for a time, and he was forced to figure out how to stay afloat.

His story: Alone, without stable residency and barely speaking the language, Torres had a harrowing start in the U.S. But he worked his way through community college, where he excelled in math courses even though he wasn't yet fluent in English. Torres attributes his love for math and science to his grandfather, who he says is the smartest man he's ever met.



- “I had a difficult situation at the age of 16 in a new country without knowing the culture or the language, asking, what am I going to do?” said Torres. “Living in this country, it’s the country of opportunities, so I had to find ways to make it work and pursue the American dream.”
- “But, as an undocumented person, the jobs available were not pretty. Whether I was washing dishes at a seafood restaurant or cutting the lawns in Arizona in the middle of the 120-degree weather summers, I just had to find a way to survive.”

Entering the industry: After community college, Torres was accepted into Arizona State University’s program for aerospace engineering—and eventually, he found a place in the commercial sector at Greene Tweed. Today, he’s a U.S. citizen, and he’s just as passionate as ever about the value of immigration.

Immigration and manufacturing meet: Torres has seen the skills gap in manufacturing firsthand, and he knows how difficult it is to fill critical jobs. That’s one reason why immigration is so important to the manufacturing industry, he pointed out.

- “There is a shortage of people,” said Torres. “Skilled laborers are very difficult to find in our country, and retirements are outpacing anyone that’s coming in. There’s not enough people to run our factories—and if we want the economy to grow, we need people to grow it.”

An economic issue: Torres also emphasized that a person’s stance on the issue of immigration in manufacturing should come down to economic considerations.

- “We need to stop talking about immigration as a political issue—it’s a business issue,” said Torres. “We don’t have enough people to grow this economy internally. And if we can’t grow it internally, we have to open factories elsewhere. So this isn’t a political need, it’s an economic need.”

NAM’s push for change: NAM has long fought for commonsense immigration reform and outlined a series of proposals in [A Way Forward](#)—a road map that covers border security, reforms to legal immigration and permanent solutions for populations like DREAMers that are facing uncertainty.

The last word: “Immigrants are here to give, not to take away from this country—and we give a lot,” said Torres. “If it wasn’t for the waves of immigration during the last century to the United States, we wouldn’t be the number one economy in the world.”

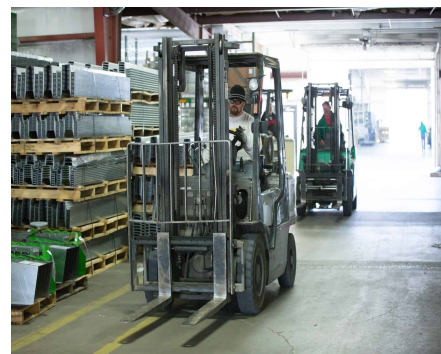
RELATED



Manufacturers Speak Out for Dreamers



“Fix it Now”: Timmons on Taxes, Immigration and the Workforce



NAM Files Suit Against Administration’s “Unlawful Restrictions” to Visas

Input Stories

Immigration Is a Personal Cause for This Manufacturing Leader

By NAM News Room June 29, 2023 12:00am



For Fernando Torres, the vice president of operations at thermoplastics manufacturer Greene Tweed, the issue of immigration is personal. In 1996, at the age of 16, Torres immigrated to the United States. He was undocumented for a time, and he was forced to figure out how to stay afloat.

His story: Alone, without stable residency and barely speaking the language, Torres had a harrowing start in the U.S. But he worked his way through community college, where he excelled in math courses even though he wasn’t yet

fluent in English. Torres attributes his love for math and science to his grandfather, who he says is the smartest man he's ever met.

- "I had a difficult situation at the age of 16 in a new country without knowing the culture or the language, asking, what am I going to do?" said Torres. "Living in this country, it's the country of opportunities, so I had to find ways to make it work and pursue the American dream."
- "But, as an undocumented person, the jobs available were not pretty. Whether I was washing dishes at a seafood restaurant or cutting the lawns in Arizona in the middle of the 120-degree- weather summers, I just had to find a way to survive."

Entering the industry: After community college, Torres was accepted into Arizona State University's program for aerospace engineering—and eventually, he found a place in the commercial sector at Greene Tweed. Today, he's a U.S. citizen, and he's just as passionate as ever about the value of immigration.

Immigration and manufacturing meet: Torres has seen the skills gap in manufacturing firsthand, and he knows how difficult it is to fill critical jobs. That's one reason why immigration is so important to the manufacturing industry, he pointed out.

- "There is a shortage of people," said Torres. "Skilled laborers are very difficult to find in our country, and retirements are outpacing anyone that's coming in. There's not enough people to run our factories—and if we want the economy to grow, we need people to grow it."

Read the full story [here](#).

Input Stories

Housing Starts Soar

By NAM News Room June 21, 2023 12:00am



New residential construction in the U.S. soared to their highest levels in more than a year in May, according to data from the [U.S. Census Bureau](#).

What's going on: Construction starts rose 21.7% from April to May, to 1,631,000 units at the annual rate from 1,340,000 units, the largest increase in these numbers in more than a year.

- Single-family homebuilding jumped 18.5% to 997,000 in May from 841,000 in April. It's a level last seen in June 2022.
- Multifamily housing starts increased 27.1%, to a 14-month high.

Permits: New housing permits, which are a proxy for future residential building, increased 5.2% from April to May.

- Single-family permits rose 4.8%, up for the fourth consecutive month, to a 10-month high
- Multifamily permits increased 5.9% in May.

Overall: Housing starts have risen 5.7% overall since May 2022, but starts of single-family homes have dipped 6.6% year-over-year, even in the face of solid gains in the most recent data.

- On a year-over-year basis, housing permits have declined 12.7% from May 2022, with permits for single-family homes falling even more, by 13.2%.

The NAM's take: "Issues of affordability have impacted the new housing starts negatively over the past year, but Americans have become accustomed to the 'new normal' in mortgage rates," said NAM Chief Economist Chad Moutray.

- "Would-be homebuyers are coming back into the market. With little inventory, the strong growth in housing starts [was] encouraging."

Input Stories

Immigration Drove Labor Force Growth in 2022

By NAM News Room May 23, 2023 12:00am



Immigrants helped fill worker shortages last year, providing 60% of workforce growth according to Bureau of Labor Statistics data, reports [Bloomberg Government](#) (subscription).

The data: “Roughly 1.8 million foreign-born workers joined the labor force in 2022, compared with 1.3 million native-born ones, according to Bureau of Labor Statistics data published Thursday.”

- “The nation’s nearly 31 million immigrant workers now make up 18.5% of the labor force, close to a record-high share and above pre-Covid levels.”

Filling the gap: Immigrants are taking more roles in industries experiencing labor shortages, as compared to before the pandemic.

- “Almost 10% of immigrant workers had jobs in construction last year, up from 9.1% in 2019, according to the BLS. The share of foreign-born workers in health-care support occupations also increased.”

The NAM says: “With over 800,000 job openings in manufacturing over the past 12 months, manufacturers know immigration is an essential part of the workforce solution to build a stronger, more competitive America, and that’s why the NAM is unrelenting in leveraging every opportunity to advance our immigration plan ‘[A Way Forward](#)’ with key Hill and administration leaders and the press,” said NAM Director of Human Resources and Innovation Policy Julia Bogue.

Policy and Legal

“Still a Beacon”: Timmons Discusses Permitting, Immigration and More

By NAM News Room May 17, 2023 2:32pm



Streamlining the nation’s permitting process, filling open manufacturing positions and reforming the U.S. immigration system—these are just a few of the actions the U.S. must take improve American lives and to bolster the economy, NAM President and CEO Jay Timmons said Tuesday.

America still works: Timmons was one of three panelists at [“Building the Workforce of Tomorrow Today,”](#) an event hosted by United For Infrastructure, a program of Accelerator for America Action. He told audience members that manufacturers have before them “a great opportunity.”

- “What really excites me the most is, when you look at [the] CHIPS and Science [Act], when you look at [the] Infrastructure Investment [and Jobs Act] and when you look at—hopefully—permitting reform, what you see is, America still works,” he said.
- “We have this moment in time where I think we have to prove again to the world that America is a beacon, it is a democracy that provides opportunities for everyone and allows individuals to succeed and to rise on that ladder of success. For manufacturers, this is a great opportunity.”

Workforce challenge: Timmons discussed the primary workforce challenge before the sector—a projected growth of unfilled jobs—and how the NAM is aiming to overcome it.

- “We have about 800,000 open jobs in the sector today and ... we have to hire 4 million people before 2030,” he said, referring to the findings from a joint [study](#) by the NAM’s 501 workforce development and education affiliate, the Manufacturing Institute, and Deloitte.
- The NAM and MI are seeking to fill those jobs through the work of several initiatives, Timmons continued. These include perception-changing programs such as [Creators Wanted](#), the Toyota-founded [Federation for Advanced Manufacturing Education](#) program (now operated by the MI), [Women Make America](#) and the promotion of [second chance](#) hiring (employment of individuals with previous, non-violent involvement in the criminal-justice system).

Education: The importance of reaching the next generation of manufacturers early cannot be overstated, Timmons told the audience.

- He talked about the high-tech donations—robotics, CNC machines and more—by manufacturers to schools such as Rankin Technical College in St. Louis, Missouri, and Palatine High School in Palatine, Illinois. This machinery is used in programs that aim to interest students in manufacturing careers.
- “I think we have obligation to” make this sort of investment, Timmons said. “I’m very proud of our manufacturers for stepping up to it.”

Immigration: Perhaps the most pressing issue before the U.S., however, is immigration, Timmons told the audience.

- “Today, more so than ever before, we have an economic reality that we have to address,” said Timmons, who referenced the NAM’s policy blueprint on immigration reform, “[A Way Forward](#),” during his talk.
- “We have what, 13 million undocumented folks in this country? ... We need to hold our officials accountable for coming up with a plan that is workable and humane and will actually help the economy.”

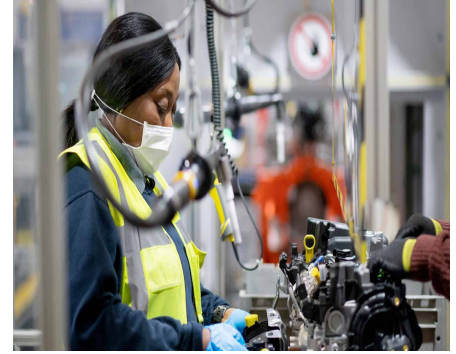
RELATED



[What’s Going on with Title 42?](#)



[CORE Molding Advocates for Immigration Policy Changes](#)



[2.1 Million Manufacturing Jobs Could Go Unfilled by 2030](#)

Policy and Legal

What’s Going on with Title 42?

May 16, 2023 11:15am

Title 42 has been a fixture in the news in recent days—but what is it and what does its recent end mean? We break it all down here.

What's going on? Title 42, which went into effect March 2020, was a COVID-19-era policy that allowed the U.S. to expel migrants for health reasons. Under it, more than 2.6 million people were sent back to their home countries, according to [The Washington Post](#) (subscription).



- Now that Title 42 has concluded, authorities are only permitted to expel individuals using Title 8, pre-pandemic immigration rules, [The New York Times](#) (subscription)

What should we expect? Though an expected weekend “surge” in border crossings did not materialize—in fact, there was a 50% drop in the three days ending Monday, according to the [Associated Press](#)—“the number of crossings is still exorbitantly high, with U.S. Customs and Border Protection stopping more than 10,000 immigrants per day this week, the highest levels ever,” the [Washington Examiner](#) reports.

- And southern border communities remain on “high alert” for a potential near-term spike in migrant crossings, according to [CNN](#).

How is the administration addressing the change? The Department of Homeland Security—which has issued a [proposed rule](#) on asylum—put out a [six-pillar plan](#) to address an influx of migrants at the southern border. The measures aim to:

- Increase resources, personnel, transportation and medical support and facilities;
- Bolster CBP processing efficiency;
- Move quickly to mitigate potential overcrowding of CBP stations and alleviate the burden on the surrounding border communities;
- Administer consequences for unlawful entry, including removal, detention and prosecution;
- Boost the capacity of nongovernmental organizations to take in migrants following processing by CBP, during the wait for results of their immigration removal proceedings;
- Target and disrupt the criminal organizations and smugglers that profit off vulnerable migrants and seek to move illegal drugs into the U.S.; and
- Collaborate with international and federal authorities to deter undocumented migration.

What's Congress doing? The House passed a border package, the Secure the Border Act of 2023, the day Title 42 expired.

- The House measure—which the White House has said it would veto—“would mandate that Customs and Border Protection hire enough Border Patrol agents to maintain a staff of 22,000 and develop a plan to upgrade existing technology to make sure agents are well-equipped. It also would require the homeland security secretary to resume construction of the border wall,” according to [NBC News](#).
- The Senate has two proposals to secure the border. One, by Sens. Thom Tillis (R-NC) and Kyrsten Sinema (I-AZ), would give the U.S. temporary authority to expel for two years migrants who try to enter illegally or without proper documents. The

other, the [Securing Our Border Act](#) from Sen. Tim Scott (R-SC) and others, would fund “nonintrusive border inspections” and border-wall construction, as well as retention bonuses for CBP agents, and would end the current “catch and release” policy.

What’s the NAM doing? The NAM continues to advocate immigration reform through “[A Way Forward](#),” its immediately implementable policy blueprint for legislators, [meetings](#) with key congressional leaders, member-story and news coverage (see [here](#), [here](#) and [here](#) for a few examples), the [Competing to Win Tour](#) and more.

RELATED



[NAM Joins Arizona Business Leaders to Discuss Immigration Reform with Sen. Kyrsten Sinema](#)



[CORE Molding Advocates for Immigration Policy Changes](#)



[“Fix it Now”: Timmons on Taxes, Immigration and the Workforce](#)

Policy and Legal

NAM, Arizona Chamber Host Sinema for Immigration Panel

By NAM News Room April 25, 2023 2:15pm



Immigration reform is an economic necessity—and it needs to happen now in order to spur economic growth and keep manufacturing in the U.S. competitive, NAM President and CEO Jay Timmons told an audience at a recent roundtable in Phoenix featuring Sen. Kyrsten Sinema (I-AZ).

- “Manufacturers want to build consensus,” Timmons said. “Most Americans agree that our immigration system is broken. And we need to fix it, whether it’s major legislation or targeted, specific fixes.”

What went on: The NAM and the Arizona Chamber of Commerce & Industry hosted Sinema last Friday for a discussion on fixing immigration policy and other matters critical to manufacturers.

- A seven-person panel—which included Valley Forge & Bolt CEO Michele Clarke and Intel Corporation State Government Relations Senior Director Jason Bagley—talked about the current challenges facing manufacturers and the urgent need for solutions on immigration, workforce development, tax policy and more.
- Held at the Phoenix facilities of defense-electronics company Mercury Systems, the roundtable was part of the NAM’s [Competing to Win Tour](#), a facility-visit and discussion circuit that began in February. Its aim: to bolster manufacturing competitiveness through conversations between manufacturers, political and community leaders, employees and the media.

What needs fixing: “As I travel across Arizona, I hear from employers of all sizes about the challenges they face filling jobs,” Sinema told the audience of manufacturers and industry stakeholders. “This is especially true in the manufacturing sector. That is why I’ve been hard at work identifying realistic solutions.”

- Indeed, the workforce “problem isn’t going away,” added Timmons, who moderated the event. “We have nearly 700,000 open jobs right now. And 4 million manufacturing jobs will need to be filled by the end of the decade, 2.1 million of which

could go unfilled if more people are not brought into the industry ... according to [research](#) from Deloitte and the Manufacturing Institute, the NAM's workforce development and education partner."

How to fix it: Part of the solution is right in front of us, Timmons said.

- "There are many policy fixes that could build our pipeline of skilled employees—people who can excel in manufacturing positions while contributing to our society and building lives for themselves in America."
- He referenced "[A Way Forward](#)," the NAM's policy blueprint featuring implementable action items for legislators on immigration reform and related issues, such as the undocumented population and green-card backlog.

NAM on the air: Timmons and Arizona Chamber CEO Danny Seiden [were guests](#) on Phoenix radio station KTAR News' "Mike Broomhead Show" to discuss the Competing to Win tour and the importance of manufacturing jobs.

RELATED



"Fix it Now": Timmons on Taxes, Immigration and the Workforce



Exclusive: Sinema Meets with Manufacturers in Arizona, Talks Policy with the NAM



"Competing to Win" Comes to Louisiana

Press Releases

NAM Joins Arizona Business Leaders to Discuss Immigration Reform with Sen. Kyrsten Sinema

April 24, 2023 4:58pm

Phoenix, AZ – National Association of Manufacturers President and CEO Jay Timmons and the Arizona Chamber of Commerce & Industry President and CEO Danny Seiden jointly hosted Sen. Kyrsten Sinema (I-AZ) for a discussion with members of the Arizona Manufacturers Council and other local business leaders today at Mercury Systems in Phoenix, Arizona. The conversation focused on the manufacturing workforce and how immigration reform is urgently needed to strengthen it.

“The majority of Americans agree that the United States has a broken and unreliable immigration system, and our industry is united in the belief that this broken system is harming manufacturers’ competitiveness. With nearly 700,000 open jobs in manufacturing today and millions to fill this decade, immigration must be part of the solution,” **said Timmons**. “We must stay true to the values that have made America exceptional and kept manufacturing strong: free enterprise, competitiveness, individual liberty and equal opportunity, and that requires a functioning immigration system that addresses our economy’s needs, as well as security and humanitarian concerns. Today’s discussion is an important step in the path toward building consensus for advancing immigration reforms, and we thank the Arizona Chamber of Commerce & Industry and Sen. Sinema for their leadership.”

“Arizona has emerged as a premier destination for manufacturing growth, thanks to the pro-business policies we’ve implemented on a state level that have cut regulations and created an attractive tax environment for job creators to locate and expand,” **said Chamber President and CEO Danny Seiden**. “Of course, there is so much to be done at the federal level to ensure the continued competitiveness and success of our state and nation’s manufacturing industry – and immigration and workforce must be a part of the discussion. We are grateful for the partnership and leadership of Sen. Sinema and NAM in addressing this critical issue.”

“Mercury was delighted to host Sen. Sinema and global technology manufacturing leaders for this important conversation,” **said Tom Smelker, Mercury Systems’ vice president and general manager of microsystems**. “The vast majority of advanced semiconductor packaging is done in southeast Asia today, and the United States recognizes the need for more secure domestic capacity. But our skilled labor workforce is constrained, and we need a faster path to bring in more talent.”

Background: The NAM’s immigration policy recommendations are outlined in [“A Way Forward,”](#) a plan originally released in 2019 and recently updated to reflect current challenges. The NAM’s “A Way Forward” proposal identifies seven core areas of action for Congress and the administration to take:

- Strengthen border security through physical infrastructure and best-in-class technology.
- Prioritize America’s workforce needs through reforms to the legal immigration system.
- Reform nonimmigrant visas and temporary worker programs to reflect employer needs, including a fund to support STEM programs so that we can reduce the need for these types of visas in the future.
- Provide a permanent and compassionate solution for populations facing uncertainty, including the Dreamers, who were brought here as children and know no other home.
- Reform asylum and refugee programs for a more orderly and humane system, including asylum standards consistent with our values.
- Fix the problem of the unauthorized population with a firm reset, requiring an orderly process of review, including financial penalties for those who seek to become legal and deportation for those who choose to stay in the shadows.
- Strengthen the rule of law, with a focus on gang violence and on requiring localities to cooperate to advance the enforcement of immigration priorities.



-NAM-

The National Association of Manufacturers is the largest manufacturing association in the United States, representing small and large manufacturers in every industrial sector and in all 50 states. Manufacturing employs nearly 13 million men and women, contributes \$2.90 trillion to the U.S. economy annually and accounts for 55% of private-sector research and development. The NAM is the powerful voice of the manufacturing community and the leading advocate for a policy agenda that helps manufacturers compete in the global economy and create jobs across the United States. For more information about the NAM or to follow us on Twitter and Facebook, please visit www.nam.org.

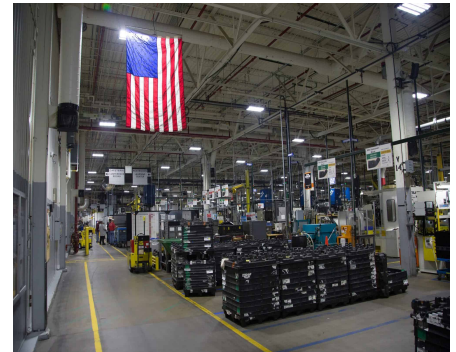
RELATED



**Exclusive: Sinema Meets with
Manufacturers in Arizona,
Talks Policy with the NAM**



**Tax Reform Bought a
Manufacturer New Equipment
and a Brighter Future**

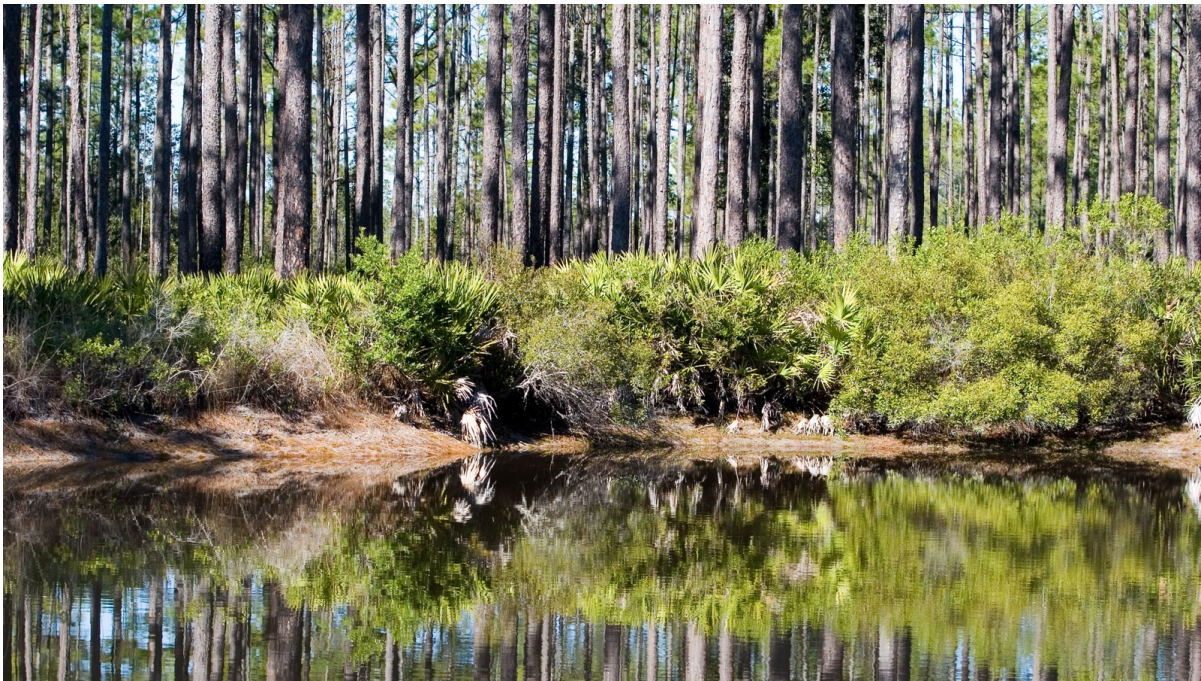


**Manufacturers Renew Call for
Action on Immigration**

Input Stories

What's Next for WOTUS?

By NAM News Room April 11, 2023 12:00am



The future of the Biden administration's too-stringent rule governing the "waters of the United States" remains unclear following the president's veto of legislation that would have overturned it, according to E&E News' [GREENWIRE](#) (subscription).

What's going on: "Republican lawmakers pushed almost immediately for a veto override targeting the...WOTUS rule on Thursday in the hours after President Joe Biden nixed a resolution that would roll it back."

- A Republican-led measure in the House and Senate using the Congressional Review Act to block the overly restrictive WOTUS rule passed both chambers of Congress last month.
- House Republicans say they will push for a veto override.

Why it's important: The Biden administration's version of the rule replaced NAM-backed regulations from the previous administration.

The background: The Supreme Court is expected to make a decision this year on *Sackett v. EPA*, a case brought by an Idaho couple who have been blocked from building a house on their land for more than 15 years after the Environmental Protection Agency said part of the property was a wetlands.

- The NAM and many GOP congressional leaders previously urged the administration to await the ruling on this case before releasing a final WOTUS rule.
- Issuing a new rule prior to a *Sackett v. EPA* decision only confuses things for manufacturers, making hiring and investment more difficult, NAM Senior Vice President of Policy and Government Relations Aric Newhouse [said](#) in December, following the release of the new rule.

What's next: While "the fate of WOTUS remains murky as ever," according to the article, several states have frozen the new rule.

- "Texas and Idaho secured an injunction on March 20, the day WOTUS took effect in the rest of the country. Those states are now subject to 1986 regulations, while the other 48 states are operating under the Biden administration's definition—a split that has left the regulated community baffled as to how to operate nationally."

The NAM says: “By vetoing the bipartisan Congressional Review Act on the WOTUS rule, the president removed an item that manufacturers greatly desire: regulatory certainty,” said NAM Vice President of Energy and Resources Policy Brandon Farris.

- “While the country awaits the decision in *Sackett v. EPA*, numerous investments in much-needed energy and infrastructure projects may be put on hold due to confusion over the new definition and potential added costs of compliance.”

Policy and Legal

The NAM Revives High-Level U.S.–U.K. Talks

By NAM News Room March 29, 2023 4:10pm

The NAM’s Competing to Win Tour in Europe moved on to London early this week, highlighting the imperative to shore up the U.S.–U.K. relationship—and to urgently address other barriers, like permitting reform and workforce shortages, to enable the U.S. to help allies in the face of Russian aggression and other geopolitical threats.

The issue: Russia’s unprovoked war in Ukraine, the aftermath of the worldwide pandemic and China’s quest for global leadership create a new urgency for expanded trade opportunities between democratic countries.

- The U.S. and the U.K. must work together to shore up supply chains, enhance energy security, boost resiliency and create growth, as NAM President and CEO Jay Timmons emphasized.

The details: Timmons crisscrossed London on Monday and Tuesday, promoting the manufacturing industry and reinforcing its priorities with senior government ministers and officials, including:

- Nigel Huddleston MP, the U.K. minister of state for international trade
- Jonathan Reynolds, Labour Party shadow business secretary (one of the architects of the Labour Party’s industrial plan)
- Jane Hartley, U.S. Ambassador to the Court of St. James’s

Support at home: During his visit, Timmons did an [interview](#) with CNN International to discuss the NAM’s new Outlook survey, which found that 77% of manufacturers want to see more trade agreements with Europe.

Making industry connections: At the NAM’s sister organization Make UK, Timmons joined a roundtable with CEO Stephen Phipson and addressed some of Britain’s leading manufacturing companies.

- He spoke about how the U.S. and the U.K. can unlock new trading opportunities going forward and bolster democracy by strengthening commerce.
- The two groups also reaffirmed their commitment to share market intelligence, data and policy work, as well as to facilitate visits for economic delegations promoting trade, investment and commercial opportunities.



- They also voiced their continued and mutual support of the Ukrainian people and of the democratic institutions in their own countries.

What they said: “The ties between the UK and United States go back a long way and we have significant political, economic and trade connections,” said Phipson. “Relations with the US are vital and its market is the second most important for UK goods. In a post-Brexit world, it is likely to assume ever greater importance as part of our efforts to boost global trade.”

- “As world events have made abundantly clear, strengthening democracy, the free enterprise system and strategic alliances in our countries and around the world is essential to our future and the fight against tyranny,” said Timmons. “As the U.S. and the U.K. take steps to build a stronger, more open and secure economic relationship, the NAM urges our leaders to move toward a new U.S.–U.K. market-opening trade agreement that includes strong, clear and enforceable outcomes.”

Meeting manufacturers: In addition, Timmons met with manufacturers that have operations or pending operations in both the U.K. and the U.S. Energy security and regulatory certainty, as well as the worker shortage in the industry, also took center stage in these discussions.

Bottom line: “The tour’s time in London matters to manufacturers in the United States because it strengthens the ‘special relationship’ between the U.S. and the U.K. and boosts the prospects for enhanced cross-Atlantic trade, supporting manufacturing jobs in both countries,” said Ken Monahan, NAM Vice President of International

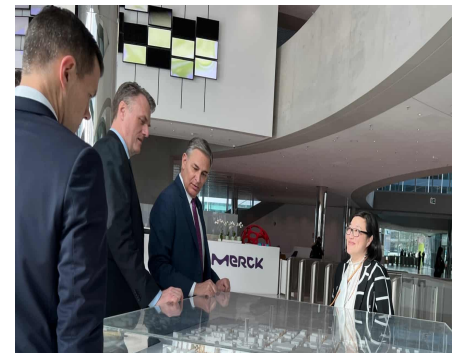
RELATED



**Timmons Finishes First Week
in Europe**



**NAM Goes to Europe to
Strengthen Partnerships**



**Competing to Win Tour Visits
Merck KGaA in Darmstadt,
Germany, and VDMA in
Frankfurt**

News

NAM Tour in Poland: Strengthening Democratic Ties and Supporting Ukraine’s Rebuild

By NAM News Room March 24, 2023 2:19pm

The NAM's Competing to Win Tour in Europe continued this week with a stop in Poland, where NAM President and CEO Jay Timmons highlighted manufacturers' support for Ukraine both in his high-level meetings and in media interviews.

Solidarity with Ukraine: At the U.S. Embassy in Warsaw, Timmons and U.S. Ambassador to Poland Mark Brzezinski met to advance manufacturers' shared solidarity with Ukraine and the importance of strengthening U.S. commercial relationships with Poland and other democratic allies.



- During a meeting with Poland's Minister of Economic Development and Technology Waldemar Buda, Timmons discussed the direct support and investment by U.S. manufacturers in Poland, which they can use as a base for rebuilding Ukraine after Russia's defeat.

Humanitarian work: A visit to UPS Poland highlighted the company's humanitarian work to support refugees from Ukraine.

- UPS has suspended operations in Russia and Belarus and has partnered with several organizations on the ground in Ukraine to provide emergency funding, in-kind support and core relief supplies to refugees.
- UPS has transported and donated millions of meals, winter coats, medical supplies, blankets and other items to aid refugees, while also providing support to its Ukrainian employees and their families.

Interview on "Morning Joe": Live from Warsaw, Timmons appeared on "Morning Joe," where he emphasized the power of commerce, and manufacturers, to preserve, protect and expand democracy.

- "[T]he most important thing is to support our allies that believe in democracy. I'm very concerned right now that we have a divide between democracies and authoritarian regimes," said Timmons. "And American business, I think, can help lead the way to strengthen and support democracy."
- "I don't think that there's any threat quite as grave as what we're seeing coming out of Russia right now," he continued. "President Xi, and his visit from China to Moscow, I think really sends a pretty big warning signal for the West."
- The show covered Ukrainian President Zelenskyy's recent address to the NAM Board of Directors and spotlighted the NAM's leadership on the world stage—as well as that of individual companies.

Roundtable discussion: Timmons' last event in Warsaw was a roundtable discussion at AmCham Poland with representatives of manufacturers in the United States that operate in Poland.

- The meeting highlighted the importance of supply chain resilience, energy security and robust, market-opening trade agreements in the work ahead in rebuilding Ukraine, which require a mobilization of capital, industry and governments not seen in Europe since 1945.
- The meeting also covered opportunities for American businesses to support Poland in these efforts and to promote democratic values.

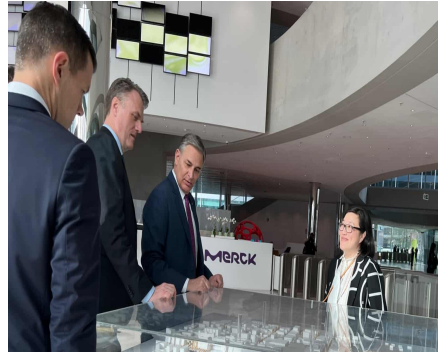
The last word: "Forty years ago this month, President Reagan warned the world not 'to ignore the facts of history and the aggressive impulses of an evil empire,'" said Timmons. "A [statue of President Reagan] stands across the street from the U.S. Embassy in Warsaw."

- "As Poland generously absorbs and supports nearly 2 million Ukrainian refugees who have been displaced by Russia's barbaric and unprovoked war, Reagan's words are just as important today as they were then."

RELATED



NAM Goes to Europe to Strengthen Partnerships



Competing to Win Tour Visits Merck KGaA in Darmstadt, Germany, and VDMA in Frankfurt



NAM's Timmons to Visit European Business and Political Leaders to Strengthen Strategic Economic Alliances Abroad

News

Transcript: Ukrainian President Volodymyr Zelenskyy addresses the American business community

By NAM News Room February 28, 2023 9:59am

Official transcript of Ukrainian President Volodymyr Zelenskyy's address to the American business community at the National Association of Manufacturers Board Meeting on Tuesday, Feb 28, in Boca Raton, Florida.

Jay Timmons, President and CEO, National Association of Manufacturers:

For more than a year now, the courage and resolve of President Volodymyr Zelenskyy of Ukraine has inspired and rallied the free world to support the cause of the Ukrainian people.

He has reminded us all that the system that makes our way of life possible cannot be taken for granted. Ukraine's fight is our fight because this is far more than a war between two countries.

It is a battle between freedom and tyranny. So America, and the American business community, stands with Ukraine today, tomorrow, through the end of the war and as Ukrainians rebuild their country after Russia is defeated.

And today, the NAM Board of Directors is honored to welcome President Zelenskyy to speak with us live via video link.

As he shares this address—to manufacturers and to the American business community—we reaffirm this Board's resolve from a year ago, "denouncing Russia's invasion."

We reaffirm our support for the “sanctions implemented against Russia” and for Ukraine’s “fight to preserve freedom and independence.”

And we reaffirm our “commitment ... to safeguarding democracy and democratic institutions not only here at home, but also abroad.”

Ladies and gentlemen, his Excellency, President Volodymyr Zelenskyy of Ukraine. Mr. President, the floor is yours.

Volodymyr Zelenskyy, President of Ukraine:

Thank you so much!

Thank you, Mr. President [Timmons], thanks everybody!

Thank you for your kind words and support!

Ladies and Gentlemen!

I greet you from free Ukraine. Thank you for your attention and support of our struggle for freedom and independence.

I’m sure that none of you doubt that we will win despite. Ukraine is indeed the place where democracy will defeat tyranny. The united democracy — Ukrainian, American, all our allies and partners.

But what will our joint victory mean? This is not a purely ideological battle.

Yes, we will prove that democracy is stronger than tyranny.

When Russia loses, we will prove that terrorist states cannot overcome the power of a united democratic world.

And when we restore our territorial integrity, we will also restore the full power of international law, which is equally important for everyone in the world.

However, the battle is for much more, and there will be more winners in it.

The human nature is yet another battlefield where the confrontation continues right now.

In the world, will that creativity of the human mind be more successful in solving good or evil?

What will give more prospects, hard work or complicity in making money from the aggression?

This confrontation is going on right now. And that is why right now we are calling on all businesses to come to Ukraine and to leave the Russian market.

It is obvious that post-hostilities, reconstruction of Ukraine will give an extraordinary moral advantage to all businesses that will be in.

And it is also obvious that every business that is now helping the Russian tyranny in any way will not be able to avoid problems and their reputation crisis.

The American business has every opportunity to take on leadership positions both in the reconstruction of the Ukrainian economy and infrastructure, and in demonstrating to the world that human nature should serve worthy goals and that it produces, and will always produce, the best result.

The Ukrainian life will inevitably get a new start after this war.

We need to rebuild the energy system of Ukraine based on new security principles.

It is in Ukraine that we will combine green transformation with security transformation and create an example for the same transformation in other countries, such as to protect a specific country from any aggression against the energy industry.

And such that protects all humanity under that framework of a smart climate policy. For example, on the virtual power plants market, 7 out of 15 key companies are American.

This is the experience that Ukraine needs.

Ukraine is an opportunity that will give a historic impulse to the entire industry — solar power plants, wind power plants, small hydroelectric power plants, biomass burning plants.

Our modernized and centralized energy system is a project worth hundreds of billions of dollars and with the potential of replication for other nations.

We need to restore hundreds of thousands of industry, infrastructure and social facilities, residential buildings, whole cities' industries.

This is a colossal task but realistic. Ukraine is interested in projects to create a full production cycle of titanium, lithium, aluminum and ferrous metals.

Ukrainian oil refineries, which were destroyed by Russia missile strikes, and the capacious domestic market provide the opportunity to restore this industry on a modern technological basis.

Machine building in Ukraine, agricultural processing in Ukraine, weapons production in Ukraine, including modern drones—IT in Ukraine, infrastructure and transport in Ukraine, a localization of business in Ukraine, convenient logistics with other markets from Ukraine, human capital of Ukraine.

All these are not just investment opportunities, not just industries and not just growth. This is a wide space for victories. Your victories, American business.

And I urge you to prepare for these victories now, to come to Ukraine now so that by the time we restore peace, your hard work has already yielded results.

And I believe that it will be soon. Thank you for your attention. I invite all of you to Ukraine. Glory to our brave soldiers. Glory to Ukraine.

Jay Timmons, President and CEO, National Association of Manufacturers:

Mr. President, your leadership is not only inspiring your people in face of the unspeakable, but also inspiring us. It is inspiring the world.

Manufacturers in America will continue to stand with Ukraine, and we will be there after Russia is defeated so that we can help you and your people build a stronger nation forever rooted in our shared democratic values.

And, I want the Board to know that at President Zelenskyy's request, we will be sharing the video of his remarks with our members so that they too can hear his powerful words.

###

Press Releases

Timmons: Biden's Visit Shows the World That the U.S. Stands with the Ukrainian People

February 20, 2023 11:12am

Washington, D.C. – National Association of Manufacturers President and CEO Jay Timmons released the following statement on President Biden's visit to Ukraine:

"President Biden's visit to Ukraine the week of the anniversary of Russia's brutal and unprovoked invasion shows the world that the United States stands with the Ukrainian people and that our support is unwavering.

"The struggle in Ukraine is more than a war between two countries. It's a struggle between freedom and tyranny. Manufacturers believe that there are two systems evolving in this world—one that enriches lives and lifts people up into freedom and prosperity, and the other that is oppressive and robs people of their liberty. We must continue to support the Ukrainian people, ensuring that critical supplies keep moving and investing in and rebuilding this war-torn country.

"Manufacturers in the U.S. have a long and proud history of standing firm in support of democracy, the rule of law, transparency, freedom and opportunity. The NAM and our members have demonstrated our unwavering support for Ukraine and its people, and the NAM spoke out firmly against the war with our Board of Directors passing unanimously a [resolution](#) at our meeting in March 2022. We supported sanctions against Russia, called for the suspension of Permanent Normal Trade Relations with Russia and mobilized humanitarian relief to Ukraine. Additionally, the NAM's Emergency Response Committee has worked with NAM members and Project HOPE to

support the resettlement of Ukrainians in the U.S. As an industry, we are committed to working with our partners to ensure that the Ukrainian people have the support they need to build a future of freedom and prosperity.”

-NAM-

The National Association of Manufacturers is the largest manufacturing association in the United States, representing small and large manufacturers in every industrial sector and in all 50 states. Manufacturing employs nearly 13 million men and women, contributes \$2.81 trillion to the U.S. economy annually and accounts for 55% of private-sector research and development. The NAM is the powerful voice of the manufacturing community and the leading advocate for a policy agenda that helps manufacturers compete in the global economy and create jobs across the United States. For more information about the NAM or to follow us on Twitter and Facebook, please visit www.nam.org

RELATED



[A Manufacturer Steps Up in Ukraine](#)



[Manufacturers Lead with Their Hearts in Ukraine Aid](#)



[Manufacturers in the U.S. Stand with Ukraine](#)

Policy and Legal

NAM to EPA: Reverse WOTUS Rule

By NAM News Room February 10, 2023 3:41pm



The Environmental Protection Agency's recently issued rule governing regulation of "navigable waters" is unnecessary, confusing and inconsistent—and the NAM stands ready to work with Congress to overturn it.

The background: In December, the EPA and the U.S. Army Corps of Engineers announced the new regulation, which repealed the Navigable Waters Protection Rule and altered the definition of "Waters of the United States."

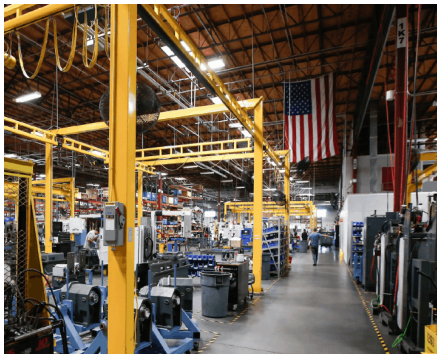
- This month, House Transportation and Infrastructure Committee Chairman Sam Graves (R-MO) introduced a [joint resolution](#) of disapproval of the rule under the Congressional Review Act. An identical measure was introduced in the Senate.
- The NAM this week hailed the congressional moves. "Manufacturers welcome action from Congress to challenge the EPA's proposed WOTUS Rule," [said](#) NAM President and CEO Jay Timmons.

What's going on now: Ahead of a Transportation and Infrastructure Committee hearing Wednesday, NAM Senior Director of Energy and Resources Policy Nile Elam [urged](#) the "educat[ion of] the public and policy stakeholders regarding the immense permitting regulatory efforts necessary under local and state jurisdictions, and the need for a complementary WOTUS rule that advances permitting protections at the federal level while providing certainty for the regulated community."

- Though many Supreme Court decisions have "touched on" the definition of navigable waters, neither the court nor the EPA has clarified sufficiently, Elam told Water Resources and Environment Subcommittee Chairman David Rouzer (R-NC) and Ranking Member Grace Napolitano (D-CA).
- The new rule also "expands federal jurisdiction beyond traditional navigable waters," Elam said. "Because of these expansions and ambiguous terms, the careful balance between local and state regulators is unpredictable and can leave permit seekers with little guidance, aside from the need for more time and money to achieve their permitting requests."

What should come next: Congress must work with stakeholders, the EPA and the Corps on creating clear, predictable and common-sense WOTUS regulations, Elam told the committee. Doing so will “enhanc[e] manufacturers’ ability to deliver their goods, expand their operations and grow their workforce.”

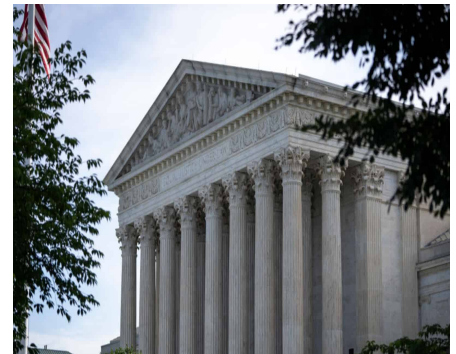
RELATED



Manufacturers Need WOTUS Proposal That Provides Permitting Certainty



Manufacturers: Improving Air Quality Is a Top Priority; EPA Announcement Is the Wrong Approach



NAM Legal Center Hits the Ground Running in 2023

Policy and Legal

Manufacturers in the U.S. Stand with Ukraine

By NAM News Room January 25, 2023 5:01pm

Manufacturers in the U.S. are united with their counterparts in Ukraine as that country continues to grapple with the destruction caused by Russia’s invasion.

That was the message of “Rebuilding Ukraine: Inaugural Conference of Manufacturers in the U.S. and Ukraine,” an event that took place yesterday thanks to the partnership between the NAM and the Ukrainian League of Industrialists and Entrepreneurs.



The background: In March 2022, in the wake of the Russian invasion of Ukraine, the NAM Board of Directors voted unanimously in support of a resolution denouncing the invasion and supporting the people of Ukraine.

- In addition to affirming shared values of freedom and independence, the resolution expressed support for economic and financial sanctions against Russia, demanded removal of Russia from the World Trade Organization and called for the end of normalized trade between Russia and the U.S.
- In the months since the invasion, the NAM has stood consistently with Ukraine and supported actions against Russia.

The conference: Led by NAM President and CEO Jay Timmons and ULIE President Anatolii Kinakh, the conference included representatives from a diverse range of companies from both countries, who spoke to the challenges ahead and the need to support Ukraine as it rebuilds. The event also featured opening remarks from Ukrainian Ambassador to the U.S. Oksana Markarova and other senior Ukrainian government officials.

- Manufacturers in the U.S. described the support they have provided for Ukraine—from financial and technology support to equipment and humanitarian aid—and laid out areas in which they would like to continue to partner with Ukraine. These included R&D and university collaborations and sourcing for products and personnel.
- Ukrainian officials laid out urgent needs for their country, including rebuilding infrastructure, strengthening logistics and supporting areas such as clean energy, education and workforce training.

The result: The NAM and ULIE signed a Memorandum of Understanding that laid out common values and mutual goals.

- The organizations affirmed their shared “commitment to democratic values, the rule of law and the furtherance of democracy, freedom and opportunity for our citizens and other countries around the world.”
- The two groups agreed to create a “framework” to help explore areas of collaboration in business, trade and economic relations.
- The NAM and ULIE identified a series of steps the organizations can take to increase cooperation, from sharing information about each other’s services and activities to promoting visits between representatives and creating additional joint meetings and conferences.

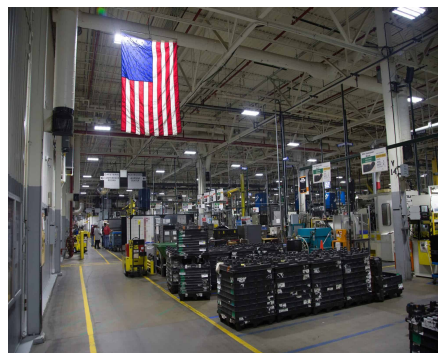
What they’re saying: “Manufacturers have demonstrated their unwavering support for Ukraine and denounced Russian aggression,” said NAM President and CEO Jay Timmons. “Manufacturers in the U.S. have a long and proud history of standing firm in support of democracy, the rule of law, transparency, freedom and opportunity. We stand with President Zelenskyy, the Ukrainian government and the Ukrainian people as they defend those values today and as they work to rebuild their country in the years ahead.”

Said Kinakh: “This is the first business conference of Ukraine and the U.S. on such a scale. In our view, it will enable our partners in the U.S. to learn about the true situation in Ukraine, the business climate and our priorities. It will be the basis to shape direct ties, common interests and business plans that will boost economic activities of Ukraine.”

RELATED



A Manufacturer Steps Up in Ukraine



Manufacturers United in Support of Ukrainian People



Manufacturers Lead with Their Hearts in Ukraine Aid

Timmons Highlights Manufacturing Priorities in Mexico

By NAM News Room January 11, 2023 2:33pm

NAM President and CEO Jay Timmons traveled to Mexico City this week to participate in U.S.–Mexico–Canada business delegation meetings at the North American Leaders' Summit.

The background: The trilateral summit brought together U.S. President Joe Biden, Mexican President Andrés Manuel López Obrador and Canadian Prime Minister Justin Trudeau to advance North American solutions to current challenges facing the region.

- The leaders' meetings focused on issues including competitiveness, climate, immigration, development, the environment, health and diversity and inclusion.



The goal: The NAM was focused on conveying the critical importance of full implementation of the United States–Mexico–Canada Agreement to support North American competitiveness, investment and supply chain resiliency. Timmons emphasized the need for an investment climate that is grounded in core principles like transparency and the rule of law.

Strengthening alliances: During a conversation with Prime Minister Trudeau, Timmons praised Canada's partnership in launching USMCA consultations on Mexico's energy policies and urged continued cooperation.

- “We firmly believe that the USMCA should be a model for how our three nations can capitalize on our close regional economic ties,” said Timmons during a meeting with the prime minister. “That means we have to make sure our governments are upholding their commitments under the agreement.”

Demanding accountability: In a meeting with U.S., Mexican and Canadian economic ministers, Timmons lauded free trade and pressed the nations to live up to the promises made under international agreements.



- “The USMCA can only reach its full potential if we all respect the agreements that have been made to bind our countries together,” said Timmons.

Laying out challenges: During the meeting, Timmons urged our North American partners to address a series of issues that have caused concern for manufacturers in the United States. He cited a number of challenges related to Mexico that spurred a lengthy exchange with new Mexican Economy Minister Raquel Buenrostro. These issues included:

- Mexican energy and power policies that have favored the interests of Mexican state-owned entities over U.S. companies;
- Labeling requirements for food and nonalcoholic beverages;
- Lack of competition in Mexico’s telecommunications market;
- Measures that would require overly costly and complicated electronic waybills (the “Carta Porte” issue);
- Mexico’s delayed approvals of biopharmaceuticals and other products; and
- Mexico’s bans on the sale of certain goods including chemicals and genetically modified corn.



Timmons also highlighted a number of differences with Canada in recent years, including on the regulation of plastics, patent reviews and dairy market access.

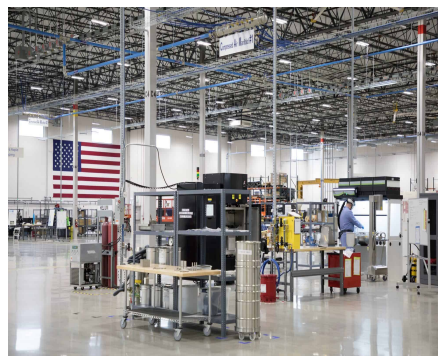
The big picture: During the trip, Timmons underscored the importance of capitalism and free markets, both in North America and more broadly, according to [POLITICO](#) (subscription).

- “The world is changing right now,” said Timmons. “We have democracies versus autocracies, we have freedom versus repression, we have capitalism versus a command economy. And I think our challenge is to really emphasize the power of free markets to lift everyone up and show how it creates opportunities and enhances the quality of life.”

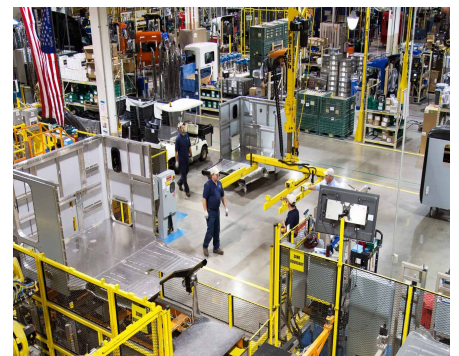
RELATED



**Manufacturers Claim
Bipartisan Victory in History-
Making USMCA**



**Manufacturers Urge Reversal
of Mexico's Unfair Energy
Policies**



**California Manufacturers
Gather in Washington to Urge
USMCA Passage**

Press Releases

Manufacturers Appreciate President's Initial Steps on Critical Immigration Issues

January 5, 2023 6:07pm

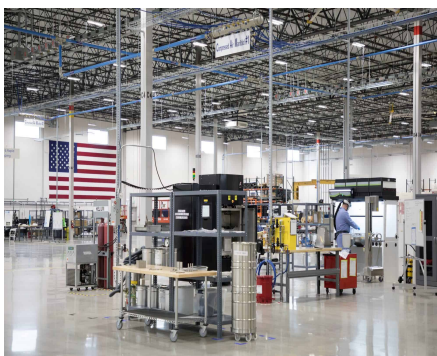
Washington, D.C. – National Association of Manufacturers President and CEO Jay Timmons released the following statement on President Biden's remarks on border security and enforcement.

"The NAM was encouraged when President Biden made immigration a 'day one' priority, and now we need members of Congress to do their part—especially with 779,000 open jobs in manufacturing and not enough Americans to fill these vacancies. President Biden's announcements today, including on border enforcement, are important steps and reflect some of manufacturers' concerns, but this still highlights the ongoing need for bipartisan congressional action on immigration. Manufacturers have the solution: our '[A Way Forward](#)' plan includes post-partisan recommendations for immigration reform that can be acted on this year. I look forward to discussing this plan with world and business leaders next week in Mexico at the North American Leaders' Summit."

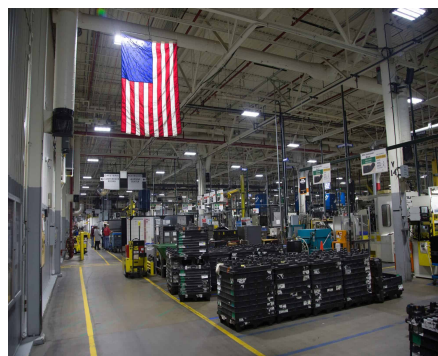
-NAM-

The National Association of Manufacturers is the largest manufacturing association in the United States, representing small and large manufacturers in every industrial sector and in all 50 states. Manufacturing employs more than 12.9 million men and women, contributes \$2.77 trillion to the U.S. economy annually and accounts for 58% of private-sector research and development. The NAM is the powerful voice of the manufacturing community and the leading advocate for a policy agenda that helps manufacturers compete in the global economy and create jobs across the United States. For more information about the NAM or to follow us on Twitter and Facebook, please visit www.nam.org.

RELATED



Manufacturers Concerned of Recession Threat in 2023



Manufacturers Renew Call for Action on Immigration



Manufacturers Unveil Competitiveness Agenda Ahead of Midterm Elections

Policy and Legal

Timmons Talks Workforce, Immigration and Tax Reform

By NAM News Room December 7, 2022 2:20pm

The NAM took its competitiveness agenda on a media tour last week. In appearances on [CNBC](#), [Bloomberg](#) and [Yahoo! Finance](#), NAM President and CEO Jay Timmons called for policy moves that will benefit manufacturers and the U.S. as a whole.

Immigration and workforce: Timmons noted that despite the addition of [14,000 jobs](#) in November, manufacturing continues to see a workforce gap of about 830,000 every month. But there's a solution we've been overlooking, he continued.

- “We have 100,000 Ukrainians we invited here,” Timmons told Yahoo! Finance anchor Seana Smith. “We have 100,000 Afghans that we invited here. But we don't give them the ability to work. We don't give them a work permit. They're in line, waiting to get that work permit. That's just crazy. We have 200,000 people that could work today if we could just get through the bureaucracy.”

Talent: “Right now, things are very good in the sector, and I think it portends for a bright future for the economy,” Timmons told Michael Santoli on CNBC's “Closing Bell.” However, filling open jobs remains a top priority.

- “The National Association of Manufacturers and the Manufacturing Institute have a ‘[Creators Wanted](#)’ campaign [that's] trying to inspire that next generation, trying to bring more women into the workforce, trying to bring veterans into the workforce, working on second chance hiring,” Timmons said. “We're doing everything we can to attract folks into the sector, and I think we're being successful in doing that.”

Keep the change(s): Timmons also discussed the need to keep in place the tax reforms of 2017, some of which expire at the end of 2022. These changes have enabled many manufacturers to invest in their businesses, raise wages and grow.

- “We have had four consecutive years of record wage growth in the sector. That has been made possible ... by the tax reforms enacted in 2017,” Timmons said on Bloomberg's “Balance of Power.” “We have had record investment, record job creation and record wage growth because of those reforms that were made.”
- However, “[i]mmediate expensing, interest deductibility and the research and development tax credit are all coming to an end at the end of this month,” Timmons continued. “We need Congress to renew that to be able to keep those great reforms of 2017 in place.”



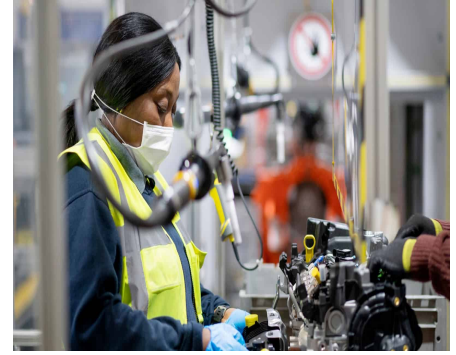
RELATED



“Fix it Now”: Timmons on Taxes, Immigration and the Workforce



CORE Molding Advocates for Immigration Policy Changes



2.1 Million Manufacturing Jobs Could Go Unfilled by 2030

Policy and Legal

What Manufacturers Want Out of an Immigration System

By NAM News Room October 26, 2022 4:00pm



Generations of immigrants have enriched and strengthened manufacturing in the United States. That's why the NAM has long focused on supporting an immigration system that offers opportunity for workers, support for businesses and certainty for our economic future.

Our priorities: The NAM is interested in immigration rules that prioritize national security and address workforce realities, while also dealing compassionately with the people seeking to come here for a better life.

- That means establishing a safe and secure border, making reforms to the legal immigration system, offering opportunities to attract and keep talent in the U.S., addressing uncertainty in immigration status and clearing immigration backlogs so that new cases can be addressed efficiently.

Our solutions: To accomplish these goals, the NAM has offered a series of solutions for national policymakers and other leaders, including:

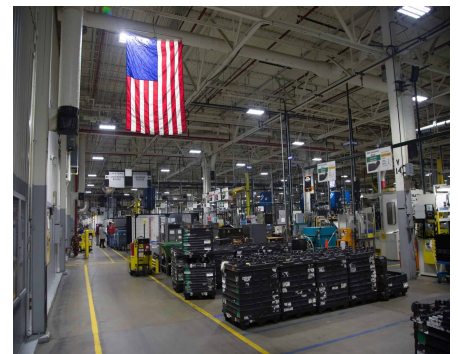
- Fund border security via consistent appropriations;
- Increase employment-based immigration;
- Reform nonimmigrant visas and temporary worker programs to reflect employer needs, including a fund to support domestic STEM education programs;
- Provide a permanent and compassionate solution for people facing uncertainty, including Dreamers (people brought here as children); and
- Reform asylum and refugee programs for a more orderly and humane system.

Making progress: Already, we've seen important success. Recently, after NAM President and CEO Jay Timmons [pressed](#) Department of Homeland Security Secretary Alejandro Mayorkas about the need to reduce the visa backlog to ensure the industry can get the workers it needs, U.S. Customs and Immigration Services announced that it is on track to disburse all available green cards this year.

- "Addressing the green card backlog and providing green cards to hardworking and talented immigrants in the manufacturing workforce is an important step to address the current workforce crisis and support a stronger economy," said Timmons.
- "With the workforce crisis contributing to inflationary pressures and economic uncertainty, we truly cannot afford to let more green cards go to waste and leave talented individuals who contribute to our economy on the sidelines."

Learn more: The NAM recently released an updated version of its immigration policy roadmap "[A Way Forward](#)." You can also find more information in "[Competing to Win](#)"—the NAM's blueprint for policies that support manufacturing in America.

RELATED



“Fix it Now”: Timmons on Taxes, Immigration and the Workforce

CORE Molding Advocates for Immigration Policy Changes

H-1B Ruling Win for Hundreds of Thousands of Workers

Workforce

Phoenix Closures Invests in Diversity and Inclusion

By NAM News Room October 26, 2022 11:38am

Manufacturers come from many different communities and backgrounds—and Phoenix Closures, a sixth-generation, family-owned business that makes packaging and closures, wants to make sure that all of them feel welcome in the industry. In the past few years, the company has created a D&I initiative that ensures their employees feel included in and excited about the place where they work.



Getting the ball rolling: The company began by installing a leader to oversee their D&I efforts and combine programming and support into one place. Vice President of Quality and Corporate Social Responsibility Meena Banasiak—a 2020 honoree at the Women MAKE Awards, formerly known as the STEP Ahead Awards—sees her role not only as that of a leader, but as proof of Phoenix’s commitment.

- “I’m part of our progress in terms of D&I at Phoenix,” said Banasiak. “This position I am in was created in order to have someone in the role to establish a framework for corporate social responsibility. This position had never previously existed.”
- “We knew as a business that we were in many ways doing a lot of things that would fall within a D&I program, but without that clear purpose and intention and definitive resources put behind it.”
- “So, in a very visible and important way, I had the opportunity to be in a position of leadership and join the executive staff as a woman of color and set the course for the nature of this work that we’ve been pursuing.”

Developing programs: The company has created and implemented a range of initiatives that allow employees to connect and contribute.

CSR committee: Phoenix developed an employee resource group that is focused on corporate social responsibility and includes representation from all the company’s operating locations. Employees are encouraged to voice their ideas on the types of programs that could be offered to the workforce, and the group offers tools and resources to help members implement programs at their respective sites.

- “It’s great to have a way to give people that voice, to make the work environment something
-



that enables us to feel more included,” said Banasiak. “Yes, we’re here to do good work, but we might just be able to have fun while we’re doing it! We want our employees to feel comfortable bringing their whole selves to work if they want to and develop more profound relationships in the process.”

Parental leave: The company has expanded its parental leave benefits. Today, all full-time employees are eligible for the program, and the benefit applies to the non-birthing parent as well—including in cases of adoption.

- “There are people who have been able to take advantage of it right away—and just hearing their personal story, and their sense of relief knowing they have this support from their company—it’s unfettered relief,” said Banasiak. “It goes a very long way toward cementing the relationship between employer and employee, when you feel like your employer is invested in you.”

Volunteer time off: Phoenix’s full-time employees are encouraged to take up to eight hours of paid time off per calendar year to volunteer with the charitable organization of their choice—either individually, or as part of a team.

- “There have been a few different events where a group of employees have gone together, so it simultaneously serves as a teambuilding exercise with a broader impact,” said Banasiak. “At the same time, we get to share the stories of these experiences and celebrate those organizations that our employees find meaningful to them. Excitement breeds further excitement.”

Pledge for Action: Phoenix was a signatory of the NAM’s [Pledge for Action](#), which committed the manufacturing industry to taking 50,000 tangible actions to increase equity and parity for underrepresented communities, creating 300,000 pathways to job opportunities for Black people and all people of color, and reflecting the diversity of the overall U.S. workforce by 2030.

Starting small: According to Banasiak, it’s important to be sensitive to needs across the entire company, but also to create small forums where employees can feel comfortable discussing issues. By empowering employees to come forward with ideas, a company can unleash the creativity, energy and enthusiasm of a diverse workforce.

Building the habit: “At first you might be in a place that feels more performative rather than substantive, but it’s still a legitimate starting point,” said Banasiak.

- “We never before made an intentional effort to acknowledge Hispanic Heritage Month or Black History Month. By now, our employees are creating and hosting their own events—but before that, our first step was literally a single email to the organization.”
- “I’d argue that first step is every bit as necessary and valid on this journey. Just making that conscious effort—that’s going to be meaningful to someone. It’s necessary to build that habit in small ways to create an environment where ideas start to flow. The motivation builds upon itself, but you have to start somewhere.”

The bottom line: “Results are not instantaneous or something that one person can achieve,” said Banasiak. “It’s about slowly shifting the narrative.”

RELATED



Diversity and Inclusion: What You Need to Know



Engaging Historically Black Colleges and Universities in the Talent Search: Tips for Manufacturers



Pies, Games and Donations: How Pella Engages Employees on DE&I

Policy and Legal

Timmons Talks Immigration in Minnesota

By NAM News Room October 14, 2022 3:41pm

Manufacturing in the U.S. is advancing, but to grow it needs more workers—including via immigration. That’s why immigration reform is one of the NAM’s key policy priorities to boost the industry’s competitiveness, as NAM President and CEO Jay Timmons told the Minnesota Manufacturers’ Summit yesterday in Minneapolis. The event was hosted by the Minnesota Chamber of Commerce.



- This week, the NAM released an updated version of its immigration policy blueprint "[A Way Forward](#)," which Timmons highlighted in his speech.

What our immigration system needs: "Despite all the overheated rhetoric, one thing we can agree on is this: the United States has a broken and unreliable immigration system—and it is harming manufacturers' competitiveness," said Timmons.

- He cited the need for more employment-based H-1B visas; more temporary H-2B visas; more programs for foreign-born U.S. students in STEM fields; a new visa category to address temporary economic needs in the U.S.; and protection for Dreamers along with a pathway to legal status for unauthorized U.S. residents.

Other priorities: Timmons also covered other key manufacturing priorities, including energy policy fixes.

- "Congress can deliver sustainable permitting improvements that can fast-track critical infrastructure projects and speed up the construction of new manufacturing facilities," he said.
- "The situation in Europe and the actions of OPEC show us this isn't just an issue of economic competitiveness. It's also an issue of national security."

Reducing the burden: "Policymakers can also help by streamlining regulatory policy in general," Timmons added. "The annual regulatory cost burden for an average U.S. firm represents 21% of its payroll."

- "Manufacturers support smart, sensible regulation to protect our health, our workplaces and the environment. But the more time and resources manufacturers spend on their compliance burden every year, the less we can spend solving our greatest challenges."

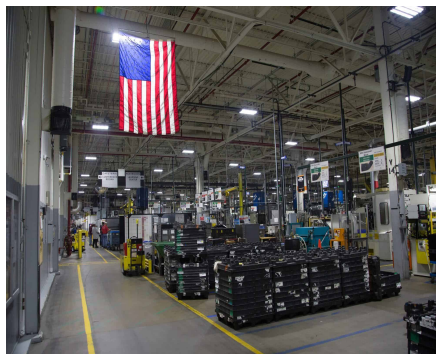
The bottom line: "Whether it's permitting reform or immigration reform, building on tax reform or advancing workforce solutions, manufacturers are positioned to lead," said Timmons. "So, our role is to be true to the values that have made America exceptional and kept manufacturing strong: free enterprise, competitiveness, individual liberty and equal opportunity."

Further reading: Timmons has been hitting the road this week to promote manufacturers' priorities to leaders across the country. If you missed it, catch up on his [earlier speech](#) in Phoenix, Arizona.

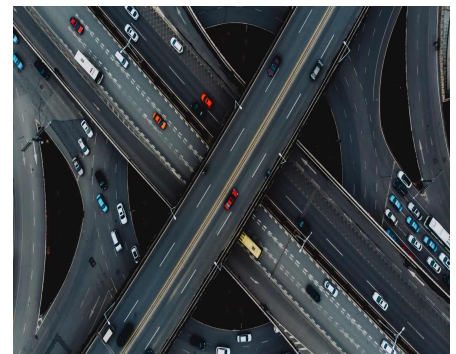
RELATED



[Timmons Lays Out Manufacturing Priorities](#)



[Manufacturers Renew Call for Action on Immigration](#)



[Building Infrastructure That Works](#)

Press Releases

Manufacturers Notch a Critical Victory in Washington Alliance of Technology Workers v. DHS

Following Intervention by the NAM and Other Business Groups, D.C. Circuit Upholds STEM OPT Program

October 4, 2022 5:34pm

Washington, D.C. – Following a 2–1 decision by the D.C. Circuit affirming the validity of a program that provides hundreds of thousands of skilled workers for manufacturers and other American businesses, National Association of Manufacturers Chief Legal Officer Linda Kelly released the following statement:

“The NAM Legal Center is incredibly proud of today’s victory, which helps ensure the continued availability of hundreds of thousands of highly skilled workers for manufacturing roles. As manufacturers continue to experience significant labor shortages, the STEM OPT program remains a critical talent pipeline, providing opportunities for high-skilled graduates to enhance their education through hands-on work. Today’s win builds on the NAM’s impressive track record of defeating unlawful restrictions and meritless attacks on critical visa programs.”

Background:

Without the STEM OPT program, manufacturers would be unable to fill critical positions requiring specialized training in science, technology, engineering and math. So, in 2018, after an anti-immigration activist group brought a lawsuit against the Department of Homeland Security seeking to invalidate the entire STEM OPT program, the NAM and two other business groups moved to intervene as defendants in the case. That motion was granted, and in December 2020, the District Court for the District of Columbia granted the NAM and its co-intervenor defendants’ motion for summary judgment, ruling that DHS acted within its statutory authority and in accordance with the Administrative Procedure Act by continuing the STEM OPT program. The plaintiff activist group appealed to the D.C. Circuit, and today, the court issued its decision—rejecting the plaintiff’s bases for invalidating the STEM OPT rule and affirming the lower court’s judgment.

-NAM-

The National Association of Manufacturers is the largest manufacturing association in the United States, representing small and large manufacturers in every industrial sector and in all 50 states. Manufacturing employs more than 12.8 million men and women, contributes \$2.77 trillion to the U.S. economy annually and accounts for 58% of private-sector research and development. The NAM is the powerful voice of the manufacturing community and the leading advocate for a policy agenda that helps manufacturers compete in the global economy and create jobs across the United States. For more information about the NAM or to follow us on Twitter and Facebook, please visit www.nam.org.

MI Insider

New Hiring Pipeline Highlight: Pfizer’s Refugee Hiring Program

September 27, 2022 10:53am

In 2021, Pfizer launched a company-wide Refugee Hiring Program, with the goal to hire a minimum of 100 refugees by the end of 2022 and provide mentorship opportunities to an additional 150 — with 50 of these opportunities earmarked for LGBTQ+ refugees. In less than a year, the initiative is well on its way to reaching its goal — having hired 68 refugees so far — and garnering widespread enthusiasm from Pfizer’s workforce.

“The knowledge curve might be a little [steeper], but in the end, there’s so much data that shows refugee hiring pays off immensely,” said Mona Babury, one of the creators of the program at Pfizer. “They’re very hardworking, loyal and thankful for the opportunity to enter a new workforce.” Read more about the program details and success [here](#).

Interested in learning how to start your own program? Check out these webinars from the MI team on hiring refugee talent:

- [Creating Workforce Solutions: How and Why to Integrate Refugees Into Your Company](#)
- [Connecting Manufacturers to Refugee Talent](#)

Workforce

Pfizer’s Refugee Hiring Program Changes Lives

By NAM News Room September 13, 2022 10:08am

As Mona Babury tells it, Pfizer’s refugee hiring program was born out of the basic human need to connect during a time of shared anguish.

Wanting to help: Last August, Babury, the pharmaceutical company’s director of global diversity, equity and inclusion, was horrified by news coverage of the Taliban taking over Afghanistan and refugees fleeing.



- Babury’s husband had fled Afghanistan for the United States with his family at the age of 5, some 40 years before, so she had a personal connection to the events unfolding.
- She felt an urge to talk to someone who would understand, so she turned to Pfizer Executive Vice President and Chief People Experience Officer Payal Sahni, also [a former Afghan refugee](#). In the course of their conversation, an idea popped into Babury’s head.

Lightbulb moment: “I said, ‘Why don’t we create a refugee hiring program? It will give [refugees] a glimmer of hope when they’re coming here with just the clothes on their backs,’” Babury recalled. “Within minutes, she responded, ‘Go for it.’”

Making it a reality: Pfizer, which had close to 1,000 job openings it was looking to fill, had never created a refugee hiring program before. “We didn’t have a playbook,” Babury said.

- The team decided to research similar initiatives, and in doing so contacted The Tent Partnership for Refugees, a nonprofit organization established by Chobani founder Hamdi Ulukaya to help businesses hire and train refugees.
- Thanks to Tent's help, Pfizer's Refugee Leadership Initiative was launched in mere days, with Babury named as its leader.
- Its goal? Hire a minimum of 100 refugees by the end of 2022 and provide mentorship opportunities to an additional 150—with 50 of these opportunities earmarked for LGBTQ+ refugees.

Following through: In less than a year, the initiative is well on its way to reaching its goal—having hired 68 refugees so far. The enthusiasm from Pfizer's workforce has been immediate and widespread.

- After sending an email announcing the program globally, “we had 300 colleagues email back [within a few hours] saying they wanted to volunteer, to support us in any way they could,” said Babury.
- At Pfizer's [Kalamazoo, Michigan](#), facility, where the initiative has been most successful, “one [team] leader took this very personally,” hiring 18 Afghan refugees since the beginning of 2022, said Babury. In partnership with a local refugee agency, he has also made “a commitment to continue to further ramp up hiring efforts.” (Learn more [here](#).)

Going above and beyond: Pfizer, which now works directly with the not-for-profit humanitarian organizations Tent for Refugees, Welcome.US, the International Rescue Committee and eight other resettlement agencies to source and hire refugees, does more than extend job offers.

- Though the new employees do not require sponsorship to work in the United States, owing to their refugee status, they do need help restarting their lives. Pfizer provides up-front bonuses to help cover the costs of transportation to and from work and to help them obtain driver's licenses.

A winning formula: Seeking out refugees as employees can be an enormously rewarding sourcing strategy for a manufacturing company, Babury said.

- “The knowledge curve might be a little [steeper], but in the end, there's so much data that shows refugee hiring pays off immensely,” she said. “They're very hardworking, loyal and thankful for the opportunity to enter a new workforce.”

A proud moment: “I am so proud of the incredible progress we have made in support of this important and impactful initiative,” said Pfizer Chief Global Supply Officer Mike McDermott. Pfizer Global Supply, Pfizer's manufacturing and supply organization, has hired the most refugees at Pfizer to date.

- “Our smart, talented and dedicated new colleagues are already making a difference. We welcome their fresh perspectives and have been motivated by their pride and passion,” he continued.
- “I'd also like to recognize our PGS colleagues for welcoming these new teammates with open arms, supporting them both professionally and personally,” he added. “Everyone deserves a fresh start, and we consider it an honor and a privilege to play a role in the new chapters for these refugees and their families.”

Success stories: The backgrounds of many of the recent hires are as impressive as they are diverse.

- The very first refugee hire, a man named [Afzal Afzali](#), had been working for the U.S. embassy and the American University of Afghanistan when the Taliban seized control last summer. “He had to make a decision to escape within a few hours of the invasion,” according to Babury. “On his way out, he rescued four unaccompanied children protected by the U.S. government and reunited them with their mother in the United States.”
- Afzali, who now lives with his family in Texas and works at Pfizer in procurement, [told](#) the company the new job has led him to finding his “life's purpose in serving others ... likewise, Pfizer is all about breakthroughs that change patients' lives.”
- Another new employee had previously worked with the Afghan president. She is now a senior associate on Babury's team. She was recruited through the Pfizer Refugee Leadership Initiative Mentorship program.

The last word: Seeing the success of these new employees energizes those around them, said Babury.

- “The leader at our Kalamazoo site will speak to you with such a light in his eyes about how ... once these hires have a job, they don’t consider themselves refugees anymore. They’re people with jobs. They have a way to take care of their families. There is a sense of pride among all our colleagues because of this program.”

RELATED



GE Appliances Sees Success in Hiring Afghan Refugees



Husco Provides Jobs to Afghan Refugees



A Manufacturer Steps Up in Ukraine

Workforce

GE Appliances Sees Success in Hiring Afghan Refugees

By NAM News Room August 17, 2022 11:17am

It’s been almost a year, but the sights and sounds are never far from his thoughts: crowds of people surging toward departing planes, trampling those who stumble; gunshots ringing out; the explosion of a nearby bomb.

For Edris Akseer, now a bilingual recruiting coordinator at GE Appliances’ (GEA) Louisville headquarters, these memories are daily reminders of the horrors that he, his wife and his brothers endured in Afghanistan to get to the United States—and how different his situation is today.



- “That day [I left] was the worst day of my life,” recalled Akseer, a former translator for the U.S. Army in Afghanistan who was able to secure passage out through his U.S. military connections. “[But] I’m happy here. I really enjoy helping others and I find my job really interesting. ... I saved enough to buy a car and I’m working on getting my driver’s license.”

Helping refugees: Akseer is one of more than 100 non-U.S.-born employees brought on in recent months by GEA in Louisville. About 50 are refugees from Afghanistan who came here last fall when the U.S. military exited the country. The other half are Spanish-speaking and hail from multiple nations.

- “In early 2022, we had a new production line—and we needed to hire over 1,300 people,” recalls GE Appliances Senior Manager Beth Mickle, who runs the production recruitment group at the company’s large campus in Kentucky.
- “Catholic Charities and Kentucky Refugee Ministries said they [were helping] a group of people from Afghanistan and said, ‘We think you would be a great employer for them. Would you be interested in taking a shot at this?’”
- GE Appliances was interested—and opening the hiring process to refugees and other immigrants has been one of the best workforce decisions the company has made in recent memory, Mickle said.

Location, location: As a longtime U.S.-immigration entry point, Louisville has large populations of non-native-born people, said GE Appliances Workforce Development Recruiter Gabriela Salazar.

- These include people from the Democratic Republic of Congo, Cuba, Peru, Honduras, Venezuela and Mexico, said Salazar, who recently conducted a survey of languages spoken among GE Appliances employees. The findings: production staff at three factories communicate in a total of more than 40 languages.
- In a sense, working with charities to hire refugees is the next step in the company’s hiring practices. It “has helped us to tap into populations we might not have known how to tap into before,” Mickle said.

Learning as they go: GE Appliances now offers new-hire orientations in many languages, including Afghanistan’s official languages of Pashto and Dari, as well as Spanish and Swahili.

- The company also has a buddy system which pairs new employees with workers who have been at the facility for a while.
- “These are employees who volunteer to be points of contact, to help show people around,” Mickle said. “You know, ‘Where is the bathroom? ‘Where do I get my protective gear?’ We also translate all the new-hire documents [into native languages] because they won’t remember everything from their first day.”
- Recently GE Appliances hired an American Sign Language translator to help its deaf employees. “Where it started was different languages—and now we’re seeing a lot of new horizons,” Salazar said.

Onward and upward: Akseer has seen a lot of new horizons himself in the past few months.

- He was originally hired at GE Appliances as one of its much-needed production-line team members, but owing to his fluent English, compassion and constant willingness to help, Akseer was “always being pulled of the line to help translate” something for another new employee, according to Mickle.
- So when a translator role opened up on Mickle’s team mere months after his hiring, Akseer was in. “He was already doing the role of what we needed him to do. He’s just a natural teacher,” Mickle said.
- On top of the new country, the new company and the two new jobs in quick succession, Akseer underwent another major change: becoming a new father. His son was born shortly after the family came to the U.S.

Advice for other manufacturers: Hiring refugees and other immigrant workers has been a boon for GE Appliances, Mickle said, and other manufacturers should consider following suit if they can.

- “They are the first to raise their hands for overtime,” she said. “They work very, very hard. In [manufacturing], our jobs are not always the easiest. But they do it and they love it.”

The last word: “Manufacturers that bring on refugees see fewer turnovers and increased efficiency,” MI Vice President of Strategic Engagement and Inclusion AJ Jorgenson said. “They’re also helping to improve lives and communities. More inclusive workplaces strengthen manufacturing.”

RELATED



Husco Provides Jobs to Afghan Refugees



A Manufacturer Steps Up in Ukraine



Diversity and Inclusion: What You Need to Know

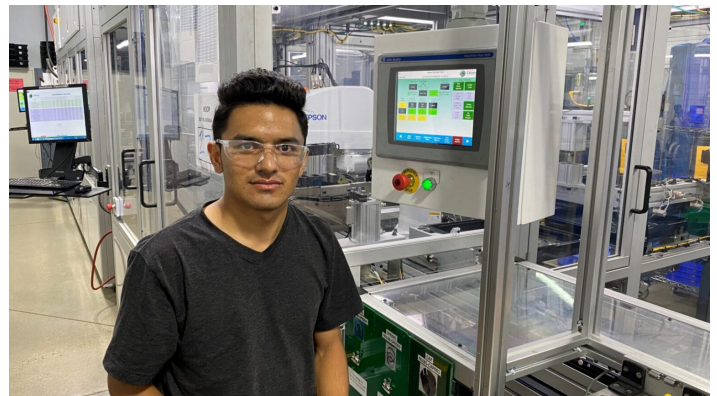
Workforce

Husco Provides Jobs to Afghan Refugees

By NAM News Room July 18, 2022 3:12pm

For Jason Schuetz, Husco's vice president of global operations and advanced manufacturing, what started out as meeting a business need at his company has turned into something profoundly more fulfilling.

How it all started: The Waukesha, Wisconsin-based company, which specializes in hydraulic and electromechanical control systems, had open positions that needed to be filled—a challenge that many manufacturers face daily.



- “We were struggling for a long time to fill the positions that we had open. And we knew that if we continued to think in conventional ways, we would get conventional output and that was not much,” said Schuetz.
- “We were short a number of direct hire positions, similar to a lot of places in the area,” added Husco Director of Operations Mark Dreikosen. “We were looking for creative solutions to fill our staffing needs.”

An opportunity knocks: After months of minimal results in the hiring search, an opportunity was brought to Husco through Lutheran Social Services to help provide jobs for Afghan refugees who fled from the Taliban and relocated in Waukesha.

- After many internal conversations and external meetings with Lutheran Social Services and Manpower International, a global workforce solutions company, Husco moved forward in March.
- The result? Over the past several months, Husco has hired and welcomed 33 Afghan refugees.
- “It was needs based, really, for Husco,” said Dreikosen. “Fortunately for us, it wasn’t the first time we’ve done something like this. We’ve helped support groups who have emigrated from Myanmar, formerly Burma, under similar context where

there's political unrest.”

Adapting to change: Schuetz said that 2016 experience helped Husco prepare for some of the challenges the company faced with regard to documentation, language and some cultural differences, but new challenges surfaced as well.

- Schuetz said that being very fresh to the U.S. workforce, the refugees needed to be taught what the “professional expectations were in the U.S.”
- Work instructions needed to be translated into Pashto and reformatted to accommodate reading from right to left rather than left to right.
- “None of the individuals had licenses or had a means of getting to work,” said Schuetz. “So, we needed to quickly lean on and partner with Manpower—who has been vital in this—to help find and set up transportation.”
- To accommodate religious needs, Husco set up multi-faith meditation spaces so the new employees can pray throughout the day. In addition, for a facility-wide event during Ramadan, the company catered appropriate food so individuals could still participate and be part of the team while practicing their religious obligations.

Breaking the language barrier: To help the refugees’ English-speaking skills, Husco ensures there are translators available on every shift.

- Two employees, Hamza Jebran and Baitullah Jan—Afghan refugees themselves who studied English—serve as translators for their new colleagues. (Click [here](#) to watch an interview with Jebran.)
- “Another of our employees, Habib, couldn’t speak a word of English when we first met him a few months ago, and now we can have a conversation with him,” said Dreikosen. “Sometimes we will have one of our employees come up during a shift meeting and teach the rest of the crew some Pashto as they’re trying to learn some English and share their culture at the same time. It’s really cool to see.”

Eager to learn: For Dreikosen, the refugees’ motivation and eagerness to learn transcend the language and other cultural differences.

- “They’re as driven and motivated as any other employee who comes through Husco’s doors—and we caught on to that very quickly,” he said. “Their drive for success, given their situation, and how important it is to have a home and to feel welcomed, it’s inspiring.”

Strong foundation: Schuetz says that what has made Husco’s refugee program a success is the company’s strong foundation with its current employees.

- “It’s been successful for us because we have always made it a point to treat our people fairly and with respect,” he said. “The refugees have been welcomed by their fellow employees because they know that we treat everyone this way, and we would help anyone. There are many challenges, but this team decided they were going to make this work, and every obstacle that they encountered, they knocked it down and moved the ball forward.”
- The support from Husco has made the program a success: “It starts with our supervisors, our quality engineers, our technicians—they’re all in. They know there’s going to be bumps along the way, but they’ve bought in and know that this is the right thing to do,” said Dreikosen.
- Dreikosen notes that Husco is now receiving more referrals and inquiries from job seekers of all sorts of backgrounds. They’ve heard about the good the company does and how welcoming it is, and that attention has made the company more attractive in the eyes of job seekers.

The last word: “When this opportunity was brought to us through Lutheran Social Services, we grabbed onto it tightly and realized that with the challenges that we were going to encounter day to day, the end game was so much greater,” said Schuetz. “It’s been rewarding in so many ways.”

What the NAM says: “With more than 900,000 open jobs in manufacturing, we need to attract and hire from the widest talent pool possible,” said Manufacturing Institute President Carolyn Lee. “When manufacturers hire refugees, they see fewer turnovers and increased efficiencies, and at the same time, they’re helping improve the lives of refugees, their families and communities. Increasing diversity in the talent pool and developing more inclusive workplaces strengthens the competitive advantage of our industry and our workforce.”

RELATED



A Manufacturer Steps Up in Ukraine



**“It Changed a Lot in My Life”:
Tyson Foods’ Workforce Programs**



**“The Right Thing to Do”:
Toyota Provides Overnight Child Care**

Policy and Legal

DACA Recipients Deserve Certainty

By NAM News Room June 15, 2022 2:49pm

As we mark a decade since the introduction of Deferred Action for Childhood Arrivals, millions of hardworking people—many of whom were essential workers during the pandemic—remain uncertain of their future, NAM President and CEO Jay Timmons said today, as he urged Congress to act.

What’s happening: The vast majority (94%) of those eligible for DACA, a program that provides two-year deportation deferments for some non-U.S.-born young people, are employed in the country’s workforce, Timmons noted in communication to Congress.

- “More than three-quarters of DACA recipients were essential workers during the COVID-19 pandemic,” Timmons said. “In fact, DACA recipients are involved in work across the economy, from construction to hospitality to manufacturing.”

The manufacturing angle: The manufacturing sector, which has nearly 1 million job openings, can’t afford to lose skilled members of its labor pool, according to Timmons.



- “Further disruptions to the legal status of this worker population would be devastating,” he said.

What can be done: Legislators should make moves before the scheduled July 6 Court of Appeals hearings on DACA's legality, Timmons recommended.

“Congress should act ahead of the courts and legislate to ensure a stable future for this population. We look forward to engaging with [policymakers] as we work towards a solution for these deserving individuals.”

RELATED



Manufacturers Speak Out for Dreamers



Manufacturers Urge Support for DACA Ahead of SCOTUS Decision



CORE Molding Advocates for Immigration Policy Changes

Policy and Legal

CORE Molding Advocates for Immigration Policy Changes

By NAM News Room April 19, 2022 10:30am

CORE Molding Technologies has taken an uncommon approach to fixing its workforce shortage: educating and working with U.S. legislators to change national immigration policy, while using all available immigration tools to bring in skilled workers.

Got labor challenges? The Columbus, Ohio-based large-format compression-molding maker has increased its entry-level production wages by up to 30% and offered additional incentives, such as sign-on, attendance and referral bonuses. Yet, even with these efforts, CORE saw only a marginal improvement, according to Executive Vice President of Operations Eric Palomaki.



A willing population: Thanks to its presence across North America, CORE has a unique perspective on immigration and workforce availability. The company employs nearly 1,800 people in the U.S., Canada and Mexico and says it is far easier to find people in Canada and Mexico who are not only willing but excited to work in manufacturing.

- “Our country’s population is shrinking,” Palomaki said. “Immigration is one way to fix [the labor shortage]. We follow the [NAM’s policy](#) ... there’s no reason for it to be this difficult for good people—who are not looking to come and be a drain on government resources, but rather are looking for good, stable employment and to become citizens.”

But there’s a problem: The U.S. immigration system lacks a comprehensive, easily navigable process for getting hourly wage earners to the states for approved employment.

- “There are no options available for the hourly manufacturing workforce from an immigration perspective,” said Human Resources Executive Vice President Renee Anderson.

Success stories: For several years, CORE has sponsored non-U.S.-born salaried employees in applying for and obtaining working visas (and ultimately permanent residency)—and the company has been hugely successful in these efforts.

- “It creates an incredibly loyal workforce. When you go down this path, it changes the lives of individuals and families,” Anderson said.
- The tales of triumph are many: One employee, currently an engineering and materials manager in Ohio, began on the shop floor in Mexico, and after several promotions through the years, came to the U.S. on an L visa. Another individual, a senior engineer in Ohio, was trained and mentored in Mexico and also came to the U.S. on an L visa.
- Both now have green cards and have established their homes in the U.S. with their families, thanks to sponsorship by CORE Molding Technologies.

Pushing for policy: The company’s leadership is actively educating and engaging congressional members in Ohio and Minnesota, two states where it has facilities, to advocate for immigration-policy changes.

- Ideally, the company says, the system that is in place for salaried employees would be expanded to hourly production workers to provide them with a better path to citizenship.

The last word: “We want to invest in people,” said Palomaki. “We have a great place to work.”

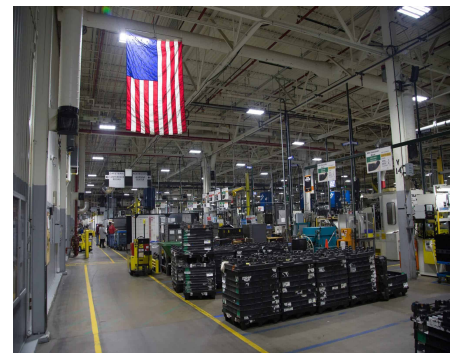
RELATED



**Timmons: Immigrants Fill
Critical Roles Across
Manufacturing**



**Manufacturers Victorious in
Immediate Injunction Against
Administration’s Unlawful
Visa Ban**



**H-1B Ruling Win for
Hundreds of Thousands of
Workers**

A Manufacturer Steps Up in Ukraine

By NAM News Room April 13, 2022 10:20am

When Russia invaded Ukraine, Sukup Manufacturing knew it couldn't stand by. The Iowa-based company—which manufactures grain storage, drying and handling equipment—has a European counterpart located in Denmark, Sukup Europe, that partners with the Grain House Company in Ukraine. As Russian troops threatened Ukraine, President and CEO Steve Sukup immediately greenlit the effort to help Grain House's personnel and families get to safety.



“When Russia invaded Ukraine, we immediately said, how can we help?” said Emily Schmitt, Sukup's chief administrative officer and general counsel. “We called the CEO of Sukup Europe, and his response was, I'm really glad I work for a company where I'm able to say I can help and do what's needed.”

The mission: Managing Director of Sukup Europe Jens Erik Iversen and Co-Founder of Grain House Company Andriy Semenovych worked together on the effort, gathering the resources needed to make the 1,200-mile journey from a pickup point in Ukraine to a community in Denmark. Sukup's Iowa headquarters coordinated with its counterparts, offering financial support and even leveraging business connections on the route between Ukraine and Denmark to help move refugees safely out of the country. Determined to overcome any last-minute obstacles, Iversen himself rode in the bus to meet the Ukrainian families at the border—bringing food and clothes and helping to provide asylum assistance.

Since that first caravan, Sukup has organized multiple trips to the border. Through their efforts, they have been able to bring 64 people in more than 20 families to Denmark.

- “Being a family business is not where family ties stop here,” said Schmitt. “It's really ingrained in Sukup to give back. Every employee isn't just an employee—they're family. And their families are our families as well.”

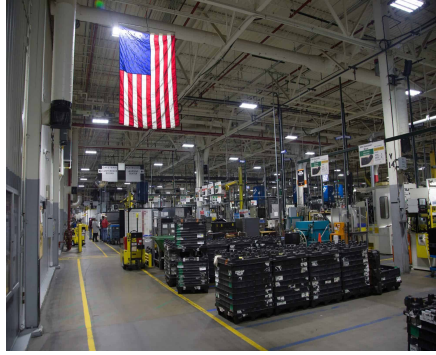
The way forward: Today, Sukup is focused on making sure there's a continuous and reliable community effort to support the refugees in Denmark. It is working with Danish officials to ensure that the Ukrainian refugees can remain in the country and with the U.S. government to secure temporary work visas that could allow the Ukrainians to go to Iowa. It is also working through the Sukup Family Foundation to continue providing food, clothing and other resettlement resources to the Ukrainian families they've evacuated.

The last word: “We're hearing that there's upwards of four million refugees coming out of Ukraine now—so this is one grain of sand on the beach,” said Sukup Chairman and NAM Board Member Charles Sukup. “But we're so proud our people stepped up and did it so rapidly and efficiently. This was the epitome of our history of taking care of each other.”

RELATED



[Manufacturers Lead with Their Hearts in Ukraine Aid](#)



[Manufacturers United in Support of Ukrainian People](#)



[Manufacturers Speak Out for Dreamers](#)

Press Releases

Manufacturers United in Support of Ukrainian People

NAM Board Denounces Russian Aggression; Supports Sanctions, Calls for WTO Removal

March 8, 2022 4:11pm

Washington, D.C. – In the wake of the Russian invasion of Ukraine, the National Association of Manufacturers Board of Directors unanimously voted to denounce Russia’s invasion of Ukraine and to stand with the people of Ukraine in their fight to preserve freedom and independence. The resolution expressed support for the economic and financial sanctions implemented against Russia and called for the removal of the Russian Federation from the World Trade Organization and termination of permanent normalized trading relationship status with the United States.

“Manufacturers have a proud history of standing firm in support of democracy, and we stand with the Ukrainian people. The free world must come together to denounce the unprovoked Russian aggression, save lives and end the humanitarian crisis unfolding before our eyes,” **said NAM President and CEO Jay Timmons.** “Ending the conflict is also critical to protecting livelihoods in America and around the world. Manufacturers are already feeling the serious economic disruption, which jeopardizes the jobs of America’s manufacturing workers.

“The NAM supports the efforts of the Biden administration and bipartisan congressional leaders to sanction Russia, and we support further economic sanctions.

“The NAM Board is speaking clearly today to support the bipartisan effort to hold Russia accountable and bring peace to Ukraine, while reaffirming our commitment to safeguarding democracy and democratic institutions not only here at home, but also abroad.”

Resolution: *Whereas Ukraine is a sovereign democracy and constitutional republic that was invaded in an unprovoked act of aggression ordered by Russian President Vladimir Putin;*

Whereas the unrelenting attacks on humanity have caused needless loss of life, unacceptable human suffering, a devastating refugee crisis, widespread destruction and significant economic disruption;

Whereas manufacturers in America have a proud history of supporting and defending democracy, including serving as the “Arsenal of Democracy” and mobilizing to free the world from tyranny and fascism in two world wars;

Whereas the Ukrainian people are standing strong against a violent aggressor, and their future is directly dependent upon the united actions of the free world and those who revere democracy;

Whereas the failure to end this aggression could have profound global ramifications, including further attacks on other democracies and destabilizing effects in Europe and around the world, as Russia continues its ambitious expansionism;

Whereas the continued disruption of global commerce harms manufacturers in America and the industry’s stability, threatens our ability to deliver essential products for the American people and the world and thereby jeopardizes the jobs of American manufacturing workers; and

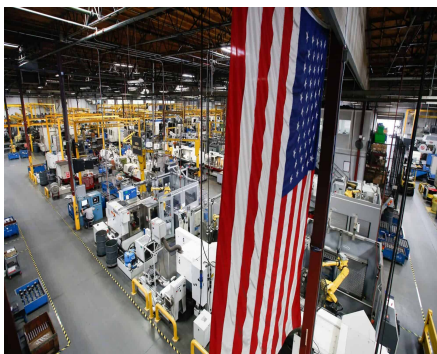
Whereas the National Association of Manufacturers advances the values of free enterprise, competitiveness, individual liberty and equal opportunity, as enshrined by this board in our policy documents, and those values cannot flourish in the absence of democracy;

Be it resolved that the Board of Directors of the National Association of Manufacturers, at its March 8, 2022, meeting, joins world leaders in denouncing Russia’s invasion of Ukraine; stands with the people of Ukraine in their fight to preserve freedom and independence; supports the economic and financial sanctions implemented against Russia; supports additional economic sanctions, including a ban on the importation of energy products, removal of the Russian Federation from the World Trade Organization and termination of permanent normalized trading relationship status; supports the efforts of U.S. leaders and the international community to reestablish peace; and reaffirms the commitment of this association and our industry to sustaining and safeguarding democracy and democratic institutions not only here at home, but also abroad.

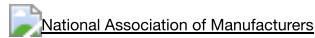
-NAM-

The National Association of Manufacturers is the largest manufacturing association in the United States, representing small and large manufacturers in every industrial sector and in all 50 states. Manufacturing employs more than 12.5 million men and women, contributes \$2.57 trillion to the U.S. economy annually and has the largest economic multiplier of any major sector and accounts for 58% of private-sector research and development. The NAM is the powerful voice of the manufacturing community and the leading advocate for a policy agenda that helps manufacturers compete in the global economy and create jobs across the United States. For more information about the NAM or to follow us on Twitter and Facebook, please visit www.nam.org.

RELATED



**Manufacturers Unveil
Landmark Campaign to Close
Gender Gap in Workforce**



**Manufacturers: A Time of
Challenge and Uncertainty**

[VIEW MORE](#)

**COMPETES Act Supports
Manufacturers' Call for
Stronger Stance on China,
Addresses Inflation**

733 10th Street NW
Suite 700
Washington, DC 20001

Toll Free: (800) 814-8468
Phone: (202) 637-3000
info@nam.org

The National Association of Manufacturers (NAM) represents 14,000 member companies from across the country, in every industrial sector. We are the nation's most effective resource and influential advocate for manufacturers.

© 2023 National Association of Manufacturers