



NCDA Monthly Report

The month of February was hectic as Congress got its feet under it post the shutdown and the House Democrats completed their hiring for key staff positions. As the month wound down we began learning more about each Committee's agenda and the timing.

Advocacy Updates

One of the key areas of bipartisanship that we've been monitoring is transportation and infrastructure. This is something that both parties want to get passed this year and that the President has touted since before he was elected. The House is on a much faster timeline because the Democrats have a lot on their agenda that they want to get done. For them, they are attempting to walk the line between issuing bills that are for messaging purposes ahead of the 2020 elections, and passing bills that can reach the President's desk and prove that they can govern. First up, infrastructure. The House will work to draft a bill over the next two months and have something on the floor for a full House vote by the summer, before they need to focus on other legislation - specifically, funding bills. This bill will be large and can bring in a number of issues from workforce development, to data privacy, to higher education. We will be closely monitoring the developments.

Late in February, we learned that the Department of Labor was releasing its long-awaited proposal that would make more workers eligible for overtime pay. This

proposal would be a replacement for the threshold that was proposed by the Obama administration before it was blocked by a judge in 2017. On March 7th, the Department released the new proposal that sets the threshold at about \$35,000 per year. Workers earning below that will be automatically eligible for time-and-a-half pay for all hours worked beyond 40 per week, this is an increase over the current threshold of \$24,000 but below the \$47,000 mark under the Obama administration. The Administration says that about 1 million workers will be newly eligible under the proposed rule. The rule does not automatically set the threshold periodically, nor does it tinker with current duties checklist that is used to determine if a worker is a supervisor and not entitled to overtime. The Department is seeking public comments on the rule until May 6, 2019. As part of the feedback it is looking for, the Department requests recommendations on whether and how they should update the overtime requirements every four years. The rule is certain to face legal challenge, which may complicate the Department's desire to enact the rule prior to the 2020 election and protect it from being overturned if a Democrat wins the White House.

On the other hand, the Democrats introduced the Raise the Wage Act that would gradually increase the current \$7.25 minimum wage to \$15 by 2024. The bill will come out of the House along a party line vote where it will inevitably die in the Senate. Currently, a total of 29 states have a minimum wage that is higher than \$7.25. Republicans suggested creating a carve out that would exempt small businesses (like those with fewer than 10 employees or annual gross sales of less than \$1 million) from the requirements. The Democrats ultimately rejected that amendment, though it wasn't unanimous.

During the month of February, our team continued to meet with offices that could serve as partners in increasing the number of credentialed professionals in the industry. We met with Rep. Susie Lee (D-NV) who is a new member focusing on the intersection of veteran and education. She sits on the Veteran Affairs Committee and her staff was happy to meet with us and engage. We discussed the importance of service members being properly served by the programs designed to help them and that too often the best outcomes aren't achieved.

We also met with Congressman GT Thompson's (R-PA) office. He is a champion for CTE and Perkins and was instrumental in its passage last year. His staffer indicated that career development is something that he's interested in being more involved in and would appreciate additional information in order to update his boss. We hope to work with him to secure the Congressman's support of our position because he is very well respected on the Hill and has a track record of getting things done on a bipartisan basis.

Until next month,

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