



**NCD A** | National Career  
Development  
Association

## Monthly Report

On July 11, 2019, the U.S. Chamber of Commerce wrote a letter to the U.S. House of Representatives concerning H.R.582 - the "Raise the Wage Act." Within the letter, the Chamber stated its willingness to collaborate with members of Congress to create legislation that will increase the federal minimum wage but also clearly expresses its concern and dislike of H.R.582. The Chamber references a recent Congressional Budget Office (CBO) report which shows that such a sharp increase of the minimum wage "would have disruptive impacts on employers, particularly small businesses, as well as negative effects on job opportunities for the first time and lower-skilled workers." However, the Chamber also recognizes that the CBO report does indeed show positive aspects of a wage increase that are less dramatic. According to the CBO, an increase of wages to \$10 per hour, instead of \$15 per hour, "would raise the wages for as many as 3.5 million workers and would result in few, if any, job losses." Thus, the Chamber of Commerce extended its help and support for a minimum wage increase to the members of Congress but does not believe that a wage increase to \$15 per hour is the best solution.

On July 29, 2019, the U.S. Department of Labor (DOL) "announced a rule to help strengthen retirement security for millions of small business employees across America." The rule states that small businesses can provide plans for retirement savings to their employees via Association Retirement Plans (ARPs). ARPs allow small businesses "to band together to offer retirement plans to their employees." Thus, various associations or groups of employers in cities, counties, states, multi-state metropolitan areas, and even industries themselves can form ARPs to provide

retirement savings security for their employees. ARPs can also be assembled through Professional Employer Organizations (PEOs). The goal of the DOL's rule is to help small businesses be able to offer "benefit packages comparable to those offered by large employers." The DOL rule will go into effect on September 30, 2019.

During the month of July, our team worked with the NCDA Government Relations Committee and Board Members to debrief from the annual conference and plan next steps. We've identified a couple of initiatives and priorities, including a congressional hill day in September to focus on the importance of credentialing.

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Until next month,

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