

Save the Date: Upcoming 2025 Events

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FEB. 11-12 • SOUTH BEACH MIAMI

2025
 **STAFFING**
LAW & COMPLIANCE
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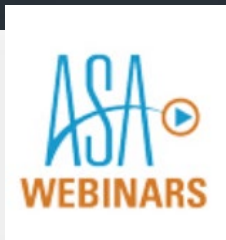
 **SW 2025**
STAFFING WORLD®
OCT. 6-8 | ORLANDO, FL

Welcome to Today's Webinar

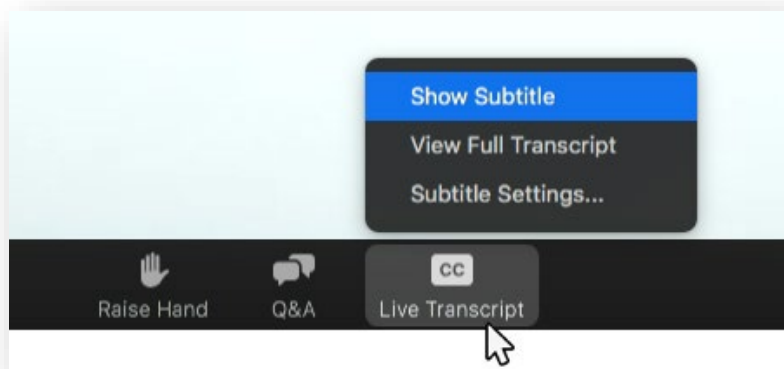
2024 Elections: What the Results Mean for the Staffing Industry

Tuesday, Nov. 12, 2024, 2 p.m. Eastern time

Please note that the audio will be streamed through your computer—there is no dial-in number. Please make sure to have your computer speakers turned on or your headphones handy.



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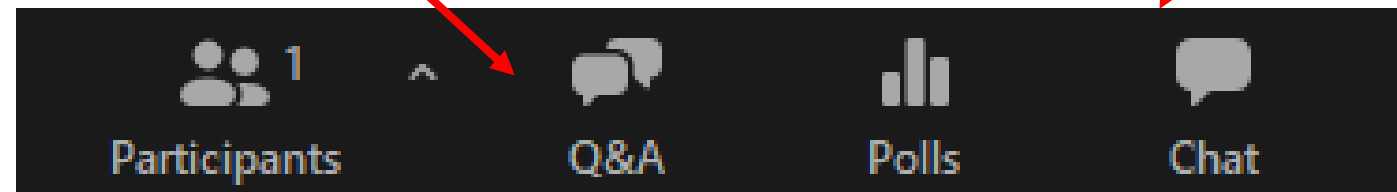
Ask a Question, Engage With Other Attendees

Q&A

Type your questions for the panel into the Q&A box

Chat

Start a conversation—say hello. Engage with panelists and other attendees.





ASA Certification Continuing Education

Today's webinar qualifies for 1.0 CE hour

- **Live webinar:** **NEW as of April 2024**—CE credits earned from attending this program are *automatically* added to your online CE Status within three business days.
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- This program is valid for **PDCs** for the SHRM-CP® or SHRM-SCP®.

Activity ID: 24-54349





Toby Malara
VP Government Relations
American Staffing Association



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Program Overview

- Review of the 2024 Elections
- What the Election results mean for the remainder of 2024
- The potential impact on the staffing industry of:
 - President Trump's likely agenda
 - 119th Congress's likely agenda
 - State legislatures' likely agenda
- Questions

Review of the 2024 Elections



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2024 Election Forecast: House of Representatives

GOP

- Safe: 192
- Likely: 9
- Lean: 8
- Tossup: 12

DEM

- Safe: 174
- Likely: 17
- Lean: 13
- Tossup: 10



2024 Election Results: House of Representatives

GOP

- **Seats Won: 219**

DEM

- **Seats Won: 210**

UNDEC

- **Seats Undecided: 6**

2024 Election Forecast: Senate

GOP (11 seats)

- Safe: 8
- Likely: 1 (FL)
- Lean: 2 (NE and TX)
- Tossup: 0

DEM (23 seats)

- Safe: 14
- Likely: 1 (MD)
- Lean: 3 (AZ, NV, PA)
- Tossup: 3 (MI, OH, WI)
- GOP Favored: 2 (MT and WV)



2024 Election Results: Senate

GOP (11 seats)

- **GOP Seats Won: 11**
- **DEM Seats Won: 4 (MT, OH, PA, WV)**
- **119th Congress Seats: 53**

DEM (23 seats)

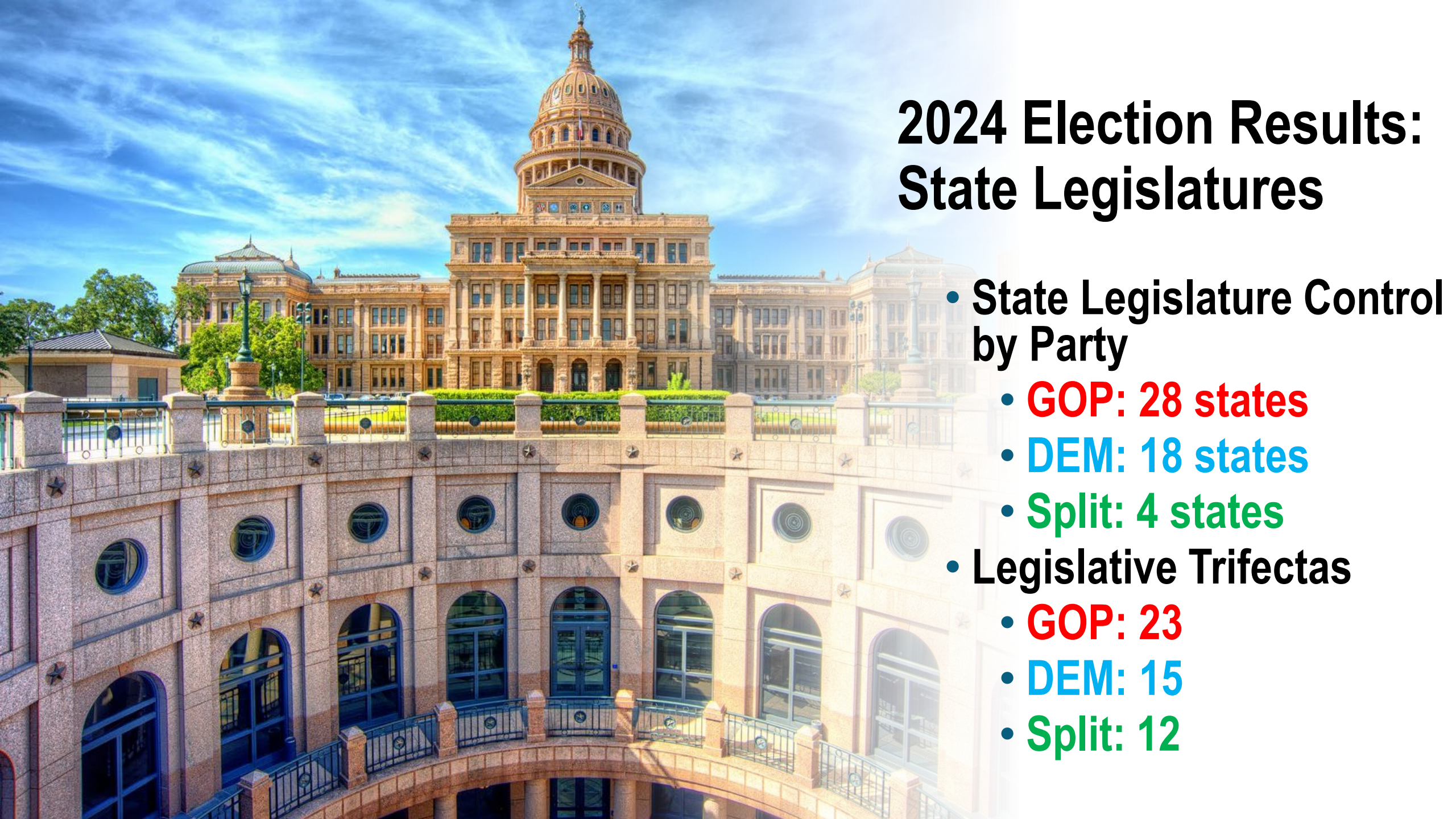
- **DEM Seats Won: 19**
- **GOP Seats Won: 0**
- **119th Congress Seats: 47**





2024 Election: State Legislatures

- State Legislature Control by Party
 - **GOP: 28 states**
 - **DEM: 20 states**
 - **Split: 2 states**
- 5,808 total seats up in 2024



2024 Election Results: State Legislatures

- **State Legislature Control by Party**
 - **GOP: 28 states**
 - **DEM: 18 states**
 - **Split: 4 states**
- **Legislative Trifectas**
 - **GOP: 23**
 - **DEM: 15**
 - **Split: 12**



2024 Election Forecast: Electoral Votes

- **US Electoral Map**
 - **GOP: 219: 142 (Solid)...77 (Likely)...0 (Lean)**
 - **DEM: 226: 191 (Solid)...35 (Likely)...0 (Lean)**
 - **Toss-up: 93**
 - **Arizona, Georgia, Michigan, Nevada, North Carolina, Pennsylvania, and Wisconsin**



2024 Election Results: Electoral Votes

GOP: 312

DEM: 226

What the Election Results Mean for the Remainder of 2024



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118th Congressional Lame Duck Session

- **Legislation that needs to be passed**
 - Funding for the remainder of FY 2025
 - National Defense Authorization Act
 - Farm bill extension
 - Disaster relief
 - Judicial nominations (Senate)
- **Preparations for the 119th Congress**
 - House and Senate leadership elections

The Potential Impact on the Staffing Industry of President Trump's Likely Agenda



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President Trump's Likely Agenda

- Tax policy
- Immigration policy
- Trade policy
- Labor policy
- Energy policy
- Infrastructure policy
- Artificial Intelligence policy
- Health Care policy

President Trump's Likely Agenda

- **Tax policy**
 - Extension of Tax Cut and Jobs Act Expiring Provisions
 - Various campaign initiatives
 - Other expiring tax provisions
- **Immigration policy**
 - Employment visas
 - Humanitarian visas
 - Enforcement and compliance
 - Border security

President Trump's Likely Agenda

- **Trade policy**
 - Buy American, Hire American—Part II
 - Tariffs
- **Labor policy**
 - Employer-friendly policies
 - Agenda with labor focused federal agencies
 - Overtime rule expansion
 - Potential minimum wage increase
 - Independent contractors

President Trump's Likely Agenda

- **Energy policy**
 - Domestic reliance
 - Movement away from renewable energy
- **Infrastructure policy**
 - Likely to support increased investment in infrastructure
 - Possible area to work on with Democrats and Congress
- **Artificial intelligence**
 - In favor of rescinding broad Biden administration AI executive order
 - Not much known about his view on AI and the workplace

President Trump's Likely Agenda

- **Health care policy**

- Unlikely to repeal and replace Affordable Care Act
- Could try to cut funding to key health agencies
- Medicaid
- Nursing home required staffing ratios

The Potential Impact on the Staffing Industry of the 119th Congress's Likely Agenda



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Top Priorities of the 119th Congress

- **Debt limit suspension**
 - Suspension set to Expire Jan. 1, 2025
- **Funding issues**
 - Likely need to fund government through Sept. 30.
- **Taxes**
 - Extension of Tax Cut and Jobs Act expiring provisions
- **Immigration**
 - Fund border security measures, wall construction
- **Repeal parts of the Inflation Reaction Act**

The Potential Impact on the Staffing Industry of State Legislatures' Likely Agenda



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State Legislative Agendas

- **Red states**
 - Largely follow Trump's policies
- **Blue states**
 - Differentiate from Trump's policies as much as possible
 - Aggressively legislate in areas where federal government is not
 - Look for additional revenue to be less reliant on federal government
 - Force confrontation when possible

State Legislative Agendas

- **Key state policy initiatives most likely to affect employers**
 - Paid leave
 - Minimum wage increases
 - Immigration
 - Limitations on noncompete agreements
 - Wage issues (i.e., pay data information, salary transparency, etc.)
 - UI funding
 - Health care
 - Employer requirements
 - Health care staffing issues

Questions?



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to a brief survey**