



Pennsylvania has the potential to be the best state in the country to do business and lawmakers have an opportunity in 2024 to take meaningful steps toward realizing this vision.

Pennsylvania starts from a position of strength and competitiveness. We are fortunate to have within our borders abundant natural resources, navigable waterways and ports; a unique geographic location that provides access to markets and other strategic benefits; first-rate educational and training institutions; and a legacy of innovation and economic leadership.

Lawmakers, the business community, and all who care about the future of our Commonwealth must work collectively to advance pro-growth public policy that complements and enhances these natural and historic advantages, reverses the tide of residents and businesses leaving the state; and positions Pennsylvania for long-term economic success.

We are in a perpetual competition to cultivate and showcase an attractive business climate, and policymakers must act aggressively and with the urgency this moment requires. Public policy should encourage business creation, recruitment, and expansion and promote a forward-thinking vision for the Commonwealth, which recognizes employers embracing the fourth industrial revolution, safeguards public health, and advances the cause of energy independence.

Lawmakers and the business community are partners in this high-stakes competition, and we urge our partners to pursue a public policy agenda this year that helps businesses and Pennsylvania's economy thrive — an agenda focused on competitiveness, infrastructure and workforce.

## COMPETITIVENESS



### Improve the business tax structure

Policymakers should build on recent tax policy improvements and continue to reform the Commonwealth's tax structure with pro-growth initiatives that will make Pennsylvania more competitive. We urge lawmakers to accelerate, or at least maintain, the scheduled phase-down of our corporate net income tax rate, as provided in Act 53 of 2022. We further urge improvements to Pennsylvania's treatment of Net Operating Losses to at least achieve parity with other states and the federal government and end Pennsylvania's "start-up tax penalty." The PA Chamber will advocate for comprehensive changes to the state tax structure that embody the principles of competitiveness, predictability, fairness, and simplicity and that better align our laws with the pro-growth provisions of the Internal Revenue Code. These changes include addressing the manner by which local taxes are levied and administered and reforms that specifically benefit small businesses.



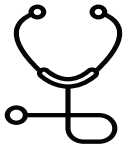
### Creating an equitable civil justice system

Pennsylvania's legal climate lacks protections that create a fair, balanced and common-sense civil litigation system. The business community supports legal reforms that help prevent lawsuit abuse while protecting the right of legitimate plaintiffs to seek justice. The PA Chamber supports lawsuit abuse reform proposals that give employers predictability and certainty; prevent unfair tactics like "venue-shopping," and change the judicial system to achieve greater efficiencies and unbiased justice, while always providing for full and timely compensation of parties legitimately injured.



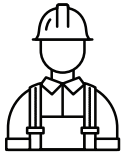
### Responsible state spending and smart government

The PA Chamber urges the legislature and Governor to work collaboratively on a responsible, on-time state budget that exhausts all opportunities for cost-savings and more efficient spending. Lawmakers should continue to focus on reforming state government operations, particularly where the investment of resources is greatest, including public pension systems, the criminal justice system, and mandated programs. The PA Chamber also supports collaborative and thoughtful public-private partnerships and opportunities to privatize those government services that could be more efficiently provided by the private sector.



### **Affordable and accessible health care**

High health care costs remain an impediment for many businesses who wish to offer a high level of quality care and accessibility for employees at affordable prices and without undue bureaucracy. The PA Chamber will continue to advocate for policies that will encourage competition in the provision of health care while also giving employers the most flexibility when making health care decisions.



### **Balanced labor and employment laws and regulations**

The PA Chamber supports labor, workplace and employment standards that help foster a productive and safe work environment, and which are structured to promote fair resolution of disputes and avoid unintended consequences. This includes eliminating misuse of the unemployment compensation program and facilitating a workers' compensation system that focuses on returning injured workers to full health and function and roots out abuse. Employers oppose excessive mandates, artificial wage inflators, forcing individuals to pay union dues as a condition of employment, or labor relations policies that unfairly tilt the playing field.

## **INFRASTRUCTURE**



### **Modern, safe, efficient, and reliable infrastructure systems**

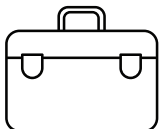
Pennsylvania must construct and maintain reliable transportation, telecommunications, wireless and utility systems, and other infrastructure, as these assets provide for a modern economy necessary to maintain a robust economic base, attract new employers, and facilitate the movement of goods and people in our state and to domestic and international markets. The PA Chamber will continue to advocate for greater efficiencies in their construction, maintenance, and delivery, including streamlined permit and regulatory processes. The business community supports expanded reliance on public-private partnerships to help the Commonwealth meet its infrastructure needs in a manner consistent with the imperative for fiscal restraints.



### **Flexibility in energy markets and science-based environmental requirements**

Numerous state and federal environmental regulations and energy mandates are hindering the state's economic position. The PA Chamber opposes the imposition of new, and the expansion of existing, mandates and will continue to advocate for thoughtful, science-based development and flexible implementation of environmental law. The PA Chamber supports a regulatory approach that encourages greater investment in the Commonwealth, including for projects that facilitate voluntary emission reduction strategies.

## **WORKFORCE**



### **Workforce development and career readiness**

Employers in Pennsylvania continue to experience severe workforce challenges that are detrimental to our economy and prospects for growth. We urge lawmakers to build on past efforts and focus on policies that will help students prepare for a future career; facilitate upskilling opportunities for incumbent workers; encourage those on the sidelines to transition back into the workforce including eliminating impediments to employment; and make Pennsylvania an attractive destination for individuals starting careers or relocating..



### **Quality educational opportunities**

The PA Chamber supports a public education system based on rigorous standards, with appropriate transparency and robust accountability measures, to help ensure Pennsylvania students graduate high school as prepared as possible for the next phase of their lives. The PA Chamber further supports initiatives that help provide families with options to fit the specific education needs of students so they are best qualified to ultimately enter the workforce.

