



2025 Legislative Agenda

Pennsylvania has the potential to be the best state in the country to do business and lawmakers have an opportunity in 2025 to take meaningful steps toward realizing this vision.

Pennsylvania starts from a position of strength and competitiveness, with 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 to both capitalize on near-term economic opportunities and experience long-term economic success.

We are in 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, including embracing the fourth industrial revolution, safeguarding public health, supporting advancements in technology, and advancing the goal of energy independence.

Lawmakers and the business community are partners in this high-stakes competition. We urge our partners to build on momentum from 2024 and 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 lawmakers to build on the improvements to Pennsylvania's treatment of Net Operating Losses in Act 56 of 2024 to provide relief for employers who already made investments in Pennsylvania. 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.



Continuing improvements to state permitting

The PA Chamber supported and is encouraged by the recent passage of legislation that created the Streamlining Permits for Economic Expansion and Development (SPEED) program. This program is designed to reduce delays in the issuance of certain state permits and provide faster responses for businesses and communities across the Commonwealth. The PA Chamber urges policymakers and agency professionals to work closely with the business community and advocates to ensure the SPEED program is successfully implemented as intended, especially as we approach the launching of the program, which is expected to be in early 2025.



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. The PA Chamber will further advocate on behalf of healthcare providers to ensure necessary access to care in every region of the Commonwealth.



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 and prompt 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.



Encouraging technological innovation

The PA Chamber supports policies that drive innovation, such as distributed cloud computing, adaptive security, internet of things, big data analytics and artificial intelligence (AI), autonomous and electric mobility, biotechnology, and robotics. Legislative and public procurement policies should also encourage companies and government to invest in and use the newest technologies that drive lower costs, greater efficiency, enhanced security, improve competitiveness and attract technology-oriented companies to the Commonwealth.

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 standard of living 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 opportunities for collaborative and thoughtful public-private partnerships to help the Commonwealth meet its infrastructure needs in a manner consistent with the imperative for fiscal restraint.



Flexibility in energy markets and science-based environmental requirements

Pennsylvania is a global energy leader and critical hub for both traditional and emerging energy markets. With a projected generation shortfall looming in the PJM region, the state is uniquely positioned to play a key role in addressing this urgent issue and ensure affordable and reliable energy in the Commonwealth. As such, the PA Chamber supports an all-of-the-above energy policy that strengthens our status as a global energy leader, while allowing our energy sector leaders to innovate and thrive. This includes leveraging our existing baseload resources while supporting energy innovation and new technologies, such as hydrogen and small modular reactors (SMRs), to power both our economy and communities throughout the Commonwealth.

The PA Chamber opposes the imposition of new, and expansion of existing mandates that hinder our economy as we continue to advocate for thoughtful, science-based development and flexible implementation of environmental law. The PA Chamber also supports a regulatory framework 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. Finally, the PA Chamber recognizes the importance of early childhood education in preparing kids for further education and ultimately careers and will support policies that address childcare sector concerns, including related to staffing requirements, administrative burdens and insurance costs.



Supporting higher education

The PA Chamber recognizes the vital role that higher education institutions play in shaping Pennsylvania's workforce, leading in research and development, and driving economic growth in their communities. These institutions are major employers and key to developing the talent pipeline businesses need. We support policies that strengthen collaboration between academia and industry to align academic programs with workforce demands and emerging industries, and encourage further research and development, while opposing legislation that undermines the autonomy of higher education institutions, which is vital to fostering innovation and responsiveness to industry needs.

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