

## Top Issues List 2025

DRMA conducts an annual survey to better understand the “hot button” issues affecting its manufacturer corporate members. The following are their top issues for 2025:

1. **Skilled workforce.** Finding and maintaining a skilled workforce continues to be the top concern for DRMA members. Replacing the retiring talent, from a limited pool, is a priority in order to meet the demand for their goods and services. Therefore, members support initiatives that attract, retain, and develop their workforce.
2. **Increasing cost of doing business.** DRMA members cite rising costs are negatively impacting their ability to remain profitable in the near term. Some of these costs include labor and healthcare costs and tax obligations, along with a growing concern about inflation. As their customers continue to resist price increases, manufacturers are finding it hard to pass on these increased business expenses.
3. **Business succession planning, sustainability, and growth.** While business sustainability is a concern in the near term, DRMA members are also concerned about their long-term future, as succession planning and growth remain top of mind. Attracting, retaining, and developing a skilled workforce directly impacts the future of their business. Additionally, burdensome employee-related regulations, such as workers’ compensation, employee leave, and unemployment benefits, as well as the threat of recession, present areas of concern. Disruptions from global competition and new technologies also contribute. Amidst these concerns, members are focused on sustaining profitable operational levels in order to meet long-term growth plans. Therefore, DRMA members support workforce development plans, reduction in burdensome regulations, and help with leveling the playing field for international trade.
4. **Burden of regulation on business.** Members support the need for reasonable levels of regulation to protect both citizens and businesses. Burdensome regulations specified by members include expanded employee leave and unemployment benefits, select OSHA requirements, workers' compensation mandates, hiring and safety concerns related to the legalization of marijuana, environmental compliances, and a clear definition of “small business.” Therefore, members support regulations that are simple to administer and to comply with, that minimize onerous and complex reporting requirements and have a clear and critical need.
5. **International trade and global competition.** International trade and global competition concerns contribute to the future viability of member companies. Specific concerns include the effect of trade agreements, tariffs, fair/free trade policy, and international currency manipulations. Members want a level playing field in international trade with as little volatility as possible.
6. **Corporate tax rate and complicated tax code.** Members support the concept that lower corporate tax rates encourage growth of industry and growth of employment. Therefore, members support reforms to the tax code to make it simpler and less burdensome.

**Rising issues:** Cyber security threats, FMLA abuse

**Decreasing issues:** Supply chain, impacts of legalized of marijuana, unionization

### ***About DRMA***

*The Dayton Region Manufacturers Association (DRMA) is the voice and advocate for the manufacturing industry in the Dayton Region, providing programming, education, and peer-to-peer connectivity opportunities for members serving the aerospace, automotive, food/agriculture, defense, electronics, medical, and other markets. DRMA has 330 member companies, including 200 manufacturers located across the region. The manufacturing industry in the Dayton Region employs over 130,000 workers earning \$11.6 billion in annual payroll. For more information about DRMA, visit [www.DaytonRMA.org](http://www.DaytonRMA.org).*

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