

CRAFTSMAN CRIBSHEET

2025 Year End Regulatory Update

By David Wynn, Director of Technical Services & Industry Affairs, PMPA

New and Proposed Rules

Proposed OSHA Indoor Heat Rule. Hearings concluded on July 2, 2025 and post hearing comment period closed October 30, 2025. PMPA testified before the committee and submitted post hearing comments. The Heat Rule as proposed would put significant burden on shops to comply- (including loss of capacity)- especially those shops in the South where ambient temperatures are often above 80° Fahrenheit even in air-conditioned shops.

Final Rule Modifying the HCS. Updates to Hazard Communication Standard to align with revision 7 of the Globally Harmonized system of Classification or GHS. Final rule was effective July 19, 2024. Starting in July of 2026, employers will be expected to update Workplace Labels, Hazard Communications Programs, and Training as necessary to comply with the 2024 update.

OSHA NEP (National Emphasis Program) on Amputations in Manufacturing Industries. Our NAICS Code, 332721 Precision Turned Product Manufacturing, is listed in Appendix B of the NEP which allows for unprogrammed inspections of facilities. Greater emphasis on Machinery and Machine Guarding, 29 CFR Part 1910, Subpart O and The Control of Hazardous Energy (Lockout/Tagout), 29 CFR 1910.147

EPA Trichloroethylene (TCE) Restrictions. Prohibited after September 15, 2025 for industrial and commercial use. Vapor degreasing use prohibited after December 18, 2025 except for uses listed in 40 CFR § 751.305(b)(7).

EPA Perchloroethylene (PCE) Restrictions. PCE prohibited for industrial or commercial use after June 7, 2027. Some continued use where no safe alternative exists. Extensive record-keeping requirements for continued use. 40 CFR Part 751, subpart G.

Positive Changes

OSHA Deregulatory Rulemaking. OSHA asked for public comment in September 2025 on proposed deregulatory package that moves to modernize and streamline regulations to allow more flexibility in compliance across industries.

(Included: Interpretation of the General Duty Clause, Lead, Occupational Injury and illness Recording and Reporting Requirements — withdrawal of addition of column for musculoskeletal disorders)

Permanent 100% Bonus Depreciation. New 2025 tax legislation permanently reinstates 100% bonus depreciation for all qualified assets placed in service after January 19, 2025. This provides significant tax savings opportunities for manufacturers investing in new machinery and equipment. This has been a top priority for PMPA in Washington.

Expanded Section 179 Expensing. The cap for Section 179 deductions increased to \$2.5 million, with the phase-out beginning at \$4 million, more than double the previous limits.

Domestic R&D Expensing. Research and development costs for domestic activities are now fully deductible in the year incurred, replacing a prior five-year amortization requirement.

Buy America Requirements. For Federal-aid transportation projects, a new Federal Highway Administration (FHWA) rule will require that final assembly of manufactured products occurs in the U.S. and that domestic components constitute more than 55% of the total cost, effective October 1, 2025.

Bottom Line

Working with our Inside Beltway team in Washington D.C helps PMPA to stay focused and act on developing tax and regulatory issues that can impact your shop. PMPA actively lobbies through our PAC and made real changes on issues like bonus depreciation, Section 179 expensing and domestic R&D. PMPA members with any questions about the PAC or our regulatory efforts please contact David Wynn at dwynn@pmpa.org. **P**