

Policy Not Politics

2022 Year-End Review

SHRM Government Affairs

- SHRM hosted Department of Labor Secretary Martin J. Walsh, Equal Employment Opportunity Commission Vice Chair Jocelyn C. Samuels and Commissioner Andrea R. Lucas, National Labor Relations Board (NLRB) members Gwynne A. Wilcox and John F. Ring and NLRB General Counsel Jennifer Abruzzo as part of the SHRM Workplace Policy Conference (WPC) 2022, held March 27-29 in Washington, D.C. Reps. Glenn Thompson, R-Pa., and Jim Langevin, D-R.I., co-chairs of the House of Representatives Career and Technical Education Caucus, joined SHRM members to discuss their work in advancing bipartisan workforce development policies that help employers recruit and retain top talent.



- SHRM partnered with the Department of Labor at WPC 2022 to [launch](#) the new campaign “Mental Health at Work: What Can I Do?” The launch featured the unveiling of a public service announcement that explains how everyone in the workplace can promote well-being.
- WPC 2022 also featured the Cause the Effect on Policy Advocacy Experience. Attendees participated in a direct advocacy experience on Capitol Hill, where they met with members of Congress to voice support for the Commonsense Reporting Act, thanked lawmakers for the temporary reinstatement

of employee access to telehealth services in the recent omnibus and expressed SHRM's opposition to the FAIR Act.



- Within the [2023 CJS Appropriations bill](#), language was included that links back to the SHRM supported [Advancing Skills-Based Hiring Act of 2022 \(H.R. 9082\)](#). Notably, the text directs the Equal Employment Opportunity Commission (EEOC) to provide education and technical assistance to employers explaining how they may use skills-based employment tests in a manner that complies with the laws and regulations enforced by the EEOC.
- SHRM Government Affairs formally launched the [Generation Cares Coalition](#) with industry partners to advance policies to strengthen the availability and quality of dependent and child care across the United States. Generation Cares will engage with the public, federal agencies, Congress and the White House on targeted measures to generate support for workforce solutions.
- The Generation Cares Coalition urged Congress to expand access to elder care by providing more support for direct care providers, and the spending bill urges the Department of Labor's Employment and Training Administration (ETA), in collaboration with the Department of Health and Human Services, to support the expansion of the skilled care workforce to care for a rapidly aging U.S. population and provide home and community-based services to older adults and people with disabilities, including through education and training grant programs, as well as traditional and nontraditional apprenticeship programs.

Generation Cares also urged Congress to strengthen the Child Care and Development Block Grant (CCDBG). CCDBG plays a critical role in ensuring that families have access to high-quality learning experiences that support children while allowing parents to participate in the workforce, and Congress increased funding

for this program to \$1.856 billion—an increase of approximately 33 percent.

- SHRM successfully advocated for the inclusion of the Pregnant Workers Fairness Act (PWFA) in the end-of-year spending bill; this legislation includes important workplace protections for pregnant workers while ensuring employers have flexibility and clarity regarding how to best ensure pregnant employees can remain in the workplace. Throughout the 117th Congress SHRM and our members actively advocated for this legislation as inclusion is good for workers, employers and business, and PWFA is an important step towards bolstering supportive workplaces for all.

The PWFA closely aligns with the Americans with Disabilities Act, triggering a familiar, interactive process once an employee requests an accommodation to perform the essential functions of their position. Importantly, leave may be provided as an accommodation only after the interactive process cannot identify a reasonable accommodation within the workplace.

- SHRM successfully advocated for first dollar (pre-deductible) coverage of telehealth services for workers with high-deductible health plans (HDHPs) and health savings accounts (HDHP-HSAs) as Congress extended this important flexibility for two years. This action builds upon SHRM's successful efforts for telehealth policy changes included in the omnibus federal spending bill signed into law in April.
- Reps. Jaime Herrera Beutler, R-Wash., and David Trone, D-Md., co-chairs of the U.S. House of Representatives Bipartisan Addiction and Mental Health Task Force, participated in the Government Affairs Quarterly Webcast. SHRM Chief of Staff and Head of Public Affairs Emily M. Dickens and Rep. Trone discussed the importance of mental health and wellness in the workplace and solicited policy recommendations from SHRM members. Rep. Herrera Beutler provided SHRM members with an update on the work of the taskforce and the key role HR professionals play in engaging Congress to advance mental health solutions.
- Chief of Staff and Head of Public Affairs Emily M. Dickens traveled to Texas at the invitation of the Republican Main Street Partnership, which organized a tour of border operations in Del Rio and a meeting with officials from Customs and Border Protection (CBP) and Immigration and Customs Enforcement (ICE). Dickens joined a dozen Republican House members

in Del Rio, where CBP and ICE officers reported being overwhelmed due to the surge in border crossings, the agencies' talent shortage and a rise in smuggling activity. The group, which included local Rep. Tony Gonzales, R-Texas, also heard about the impact of the border situation on businesses, discussed immigration policy and met with the news media.

- In April, SHRM Chief of Staff and Head of Public Affairs Emily M. Dickens and SHRM Foundation President Wendi Safstrom met with White House officials to offer insight on the development and promotion of Biden Administration materials to support the recruitment, retention and workplace success of formerly incarcerated individuals in the workplace.
- SHRM successfully advocated for policy changes in telehealth included in the omnibus federal spending bill signed into law in April. The omnibus reinstates regulations that give employers the option to cover telehealth services, making it easier for individuals in underserved communities to access mental health care that would not otherwise be available due to a lack of local providers. SHRM research found that during the COVID-19 pandemic, 43 percent of organizations expanded their support for telehealth services.
- SHRM was appointed to serve as co-chair and the U.S. representative for the B20 Women in Business Action Council and serve as a task force member for the B20 Future of Work & Education task force. B20 is the business voice of the G20, the multilateral platform connecting some of the world's major developed and emerging economies. SHRM's active participation in the B20 presidency resulted in the inclusion of SHRM research in policy recommendations presented to G20 governments at the G20 Summit in Bali. SHRM executives were on hand for the summit.



have reduced the workweek in California from 40 to 32 hours for employers with 500 or more workers. SHRM took swift action and submitted a letter of opposition to the bill to the California legislature, arguing in part that the bill would have created a significant logistical burden for HR professionals. SHRM's arguments were quoted by California media outlets. In response to the opposition, the bill was never set for a hearing and did not move forward in the legislative process.

- At SHRM's behest, Rep. Marc Veasey, D-Texas, and seven of his House colleagues sent a bipartisan letter requesting the Appropriations Committee include policy provisions to expand support for workplace mental health as part of the Fiscal Year 2023 spending bill. SHRM continued advocating for expanding the definition of mental health to include workplace mental health for the purpose of funding the Substance Abuse and Mental Health Services Agency.
- The SHRM Global Talent webcast series was relaunched for a second season in April, featuring leading experts on workplace immigration and global mobility. During the 2022 season, the series significantly expanded its reach and attracted over 3,970 registrants representing over 3,560 organizations, with audiences in 62 countries and every U.S. state and territory. SHRM thanks Berry Appleman & Leiden, LLP, Fragomen and Newland Chase for sponsoring the second season of the SHRM Global Talent webcast series.
- The Department of Homeland Security (DHS) announced the extension of Form I-9 employment verification flexibilities. SHRM led organizations representing a broad spectrum of the business community in calling for the extension, as well as the issuance of regulations that will make these flexibilities permanent. Consistent with SHRM's request, DHS later announced a proposed rule that would formalize the authority of the department secretary to "extend flexibilities, provide alternative options or conduct a pilot program to further evaluate an alternative procedure."
- The SHRM Exchange Visitor (J-1 Visa) Program joined the Government Affairs team. The Exchange Visitor Program provides highly educated foreign professionals and students the opportunity to visit the United States for on-the-job training and cultural exchange. With the capacity to serve over 1,000 visitors a year, the SHRM Exchange Visitor Program expands and enriches SHRM's service portfolio by supporting global talent mobility, upskilling and exchange of ideas while advancing the mission of SHRM by helping

- California Assembly Members Cristina Garcia (D) and Evan Low (D) released a legislative proposal that would

create workplaces that are culturally aware, diverse and inclusive.

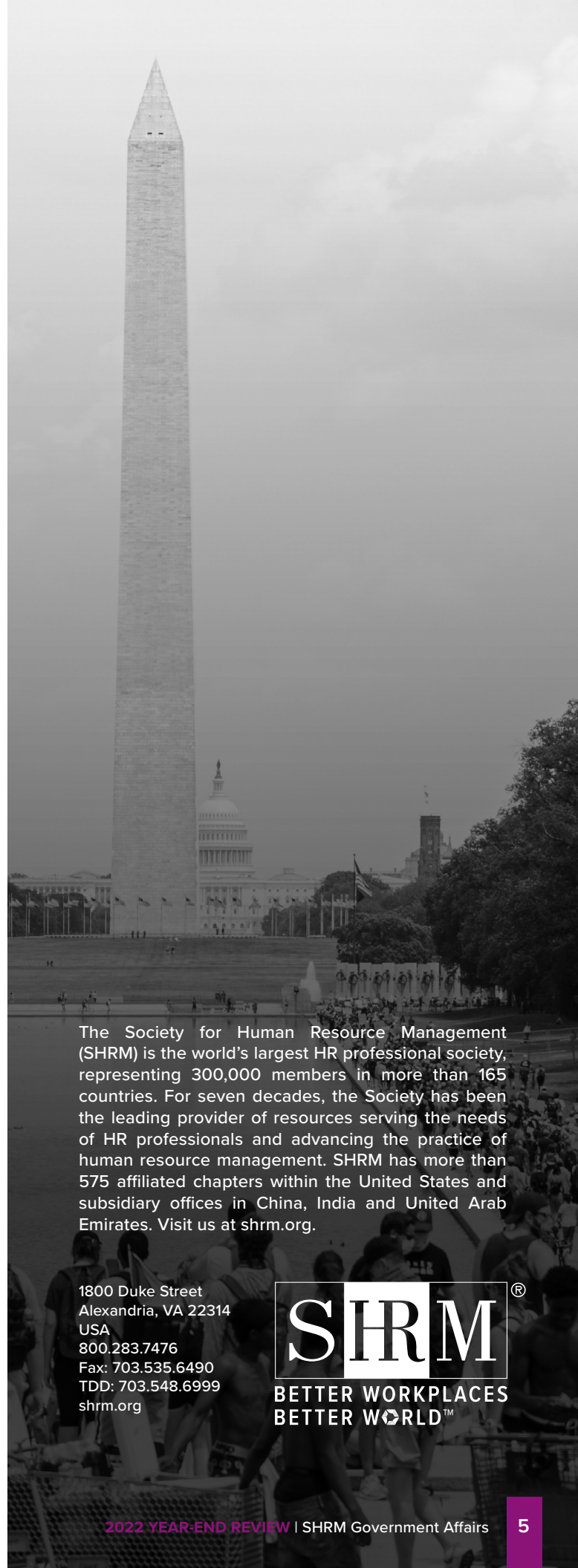
- The Government Affairs team hosted conversations with leading workplace policy experts at the SHRM Annual Conference & Expo 2022 (SHRM22), held in New Orleans and virtually from June 12–15. Rep. Troy Carter, D-La., SHRM member and former Rep. Bradley Byrne, R-Ala., and Strayer University President Andréa Backman joined SHRM Chief of Staff and Head of Government Affairs Emily M. Dickens to discuss public and private partnerships to strengthen workforce development in a session titled, “E-Squared: Education to Employment — Building a Talent Development Ecosystem for All.”
- SHRM22 also brought together Assistant Secretary of Labor for Disability Employment Policy Taryn Mackenzie Williams, National Association for Home Care & Hospice President Bill Dombi, Voya Financial Health Solutions CEO Rob Grubka, USAging Chief of Public Policy & External Affairs Amy E. Gotwals, and SHRM General Counsel Jim Banks for a panel discussion titled “Generation Cares: How HR Professionals Can Help Workers Navigate Caregiving Resources and Responsibilities.” This panel tackled the challenge of growing a trained workforce to provide child and dependent care in the face of a growing need for skilled professionals in these fields.
- SHRM recognized dozens of Advocacy Team (A-Team) members who have demonstrated their commitment to elevating the voice of HR during an invitation-only luncheon at SHRM22. Advocates heard from former Reps. Bradley Byrne, R-Ala., and Mark Walker, R-N.C., and SHRM President and CEO Johnny C. Taylor, Jr. about the power of bipartisan policy solutions and the future of workplace policy. Byrne and Walker also participated in a Q&A with SHRM Board of Directors member Paula Harvey of Texas.
- During the congressional August District Work period, SHRM asked state and chapter legislative directors to meet with federal policymakers and district staff during the organization’s second annual August District Work Period member advocacy engagement campaign to highlight SHRM policy priorities and develop relationships with members of Congress. SHRM members from 23 states participated in the campaign, with many affiliates committing to connect with lawmakers and district staff later in the year.
- SHRM, in partnership with the International Organization of Employers and the United States

Council for International Business, co-hosted an event titled, “What Is the State of the Global Workplace?” at the United Nations (UN) High-Level Political Forum. The event included remarks from UN officials and fireside chats with global business leaders and policymakers on the role of business in implementing the UN’s Sustainable Development Goals on gender equality and partnerships for the goals. SHRM also delivered a presentation on this topic at a UN global business town hall.

- SHRM Chief of Staff and Head of Public Affairs Emily M. Dickens testified before the U.S. Equal Employment Opportunity Commission in September to help shape the Commission’s Strategic Enforcement Plan. She spoke about untapped talent pools, skills-based hiring and the use of artificial intelligence in HR.
- SHRM Director of Public Policy James Redstone joined the Department of Labor Advisory Committee on Veterans Employment, Training, and Employer Outreach to explore policy solutions to increase employment opportunities for veterans and military spouses.
- SHRM joined officials from the White House’s Office of Science and Technology Policy to provide insight on how skills-based assessments can be applied to improve the recruitment and retention of a diverse workforce within the space industry.
- SHRM Government Affairs activated SHRM members throughout the year on key workplace issues. In 2022, HR professionals sent over 5,500 letters to Congress.
- In August, SHRM President and CEO Johnny C. Taylor, Jr. and Chief of Staff and Head of Public Affairs Emily M. Dickens were at the New York Stock Exchange to ring the closing bell with fellow members of the CEO Commission for Disability Employment. Taylor also participated in a panel discussion on disability employment with former Sen. Tom Harkin, D-Iowa.



- SHRM President and CEO Johnny C. Taylor, Jr. and Chief of Staff and Head of Public Affairs Emily M. Dickens attended the World Federation of People Management Associations (WFPMA) annual meeting in Amsterdam. CPHR Canada President and CEO Anthony Ariganello was elected WFPMA president.
- SHRM members participated in a general industry listening session with the Department of Labor's (DOL) Wage and Hour Division (WHD) regarding DOL's review of the Fair Labor Standards Act's (FLSA's) minimum wage and overtime exemptions for bona fide executive, administrative and professional employees.
- In January, after the Supreme Court issued a stay on the Occupational Safety and Health Administration's (OSHA) vaccine-or-testing mandate, SHRM Government Affairs hosted a first-word alert webcast where workplace labor and employment attorney Valerie E. Brown discussed the court's decision and its implications on state policies mandating vaccines or prohibiting employer vaccination mandates. The webcast had over 4,100 registrants.
- SHRM Government Affairs hosted a webcast about the Supreme Court's June 24 decision in *Dobbs v. Jackson Women's Health Organization* and its potential impact on workplace policy deliberations and employer considerations. The webcast featured Seyfarth Shaw Attorney Ben Conley and SHRM Chief Knowledge Officer Alex Alonso. The webcast drew over 4,000 registrants.
- SHRM's statement and research on potential workplace impacts of the *Dobbs* ruling appeared in newspapers across the country.
- In 2022, SHRM engaged its members in the regulatory process by participating in listening sessions organized by the U.S. Department of Labor (DOL), Wage and Hour Division to ensure the voice of HR was heard in any proposed rulemaking. SHRM also submitted regulatory comments on proposed rules to the National Labor Relations Board (NLRB) on the NLRB's joint-employer standard and DOL's proposed rule on the Independent Contractor Status under the Fair Labor Standards Act with 26 SHRM Affiliates signing on to the comment.



The Society for Human Resource Management (SHRM) is the world's largest HR professional society, representing 300,000 members in more than 165 countries. For seven decades, the Society has been the leading provider of resources serving the needs of HR professionals and advancing the practice of human resource management. SHRM has more than 575 affiliated chapters within the United States and subsidiary offices in China, India and United Arab Emirates. Visit us at shrm.org.

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