

SHRM Legislative Agenda for 118th Congress

As SHRM marked its 75th anniversary and celebrated its strong track record, the organization urged federal policymakers to update existing laws and regulations and create new ones that align with the workplaces of today and tomorrow. These efforts began in the first session of the 118th Congress with a specific focus on modernizing three key pieces of legislation: the Family Medical Leave Act 1993 (FMLA), the Fair Labor Standards Act of 1938 (FLSA) and the Immigration and Nationality Act of 1952 (INA). Highlights of activities in each area include:

FMLA: SHRM Participated in Paid-Leave Event on Capitol Hill



On July 18, SHRM Chief of Staff & Head of Public Affairs Emily M. Dickens joined business industry representatives for a roundtable meeting on Capitol Hill with the [Bipartisan Paid Family Leave Working Group](#) led by Reps. Stephanie Bice (R-OK) and Chrissy Houlahan (D-PA). The Working Group plans to create a federal paid family leave policy. SHRM outlined and made the case for its balanced paid-leave proposal.

FLSA: SHRM Submitted Public Comments on Critical Workplace Governance Issues

On April 19, SHRM [commented](#) on the Federal Trade Commission's (FTC's) proposed rule to impose a near-total ban on noncompete agreements in employment contracts. Featuring member stories and submitted

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on behalf of 30 SHRM State Councils, the comment received immediate media attention from [NBC](#).

On November 7, SHRM [commented](#) on the U.S. Department of Labor (DOL) Wage and Hour Division's (WHD's) [proposed overtime rule](#), which was signed by 27 SHRM State Councils. See [SHRM's FAQ](#) to learn more.

INA: SHRM Released Fresh Research and Welcomed Final Form I-9 Rule

On April 17, SHRM launched efforts to modernize the INA by releasing SHRM [research](#) on workplace immigration and data-driven [policy recommendations](#) on modernizing the U.S. immigration system.

On July 25, SHRM welcomed a final rule published by the U.S. Department of Homeland Security (DHS) formalizing the [alternative procedure](#) for remote verification of documentation relating to Form I-9. Two weeks before the final rule was published, more than 1,500 SHRM A-Team signatories had [written](#) to DHS Secretary Alejandro Mayorkas in support of the rule.

SHRM Thought Leadership on Regulating Artificial Intelligence

SHRM Hosted Roundtable on Artificial Intelligence Law



In February, SHRM's Dickens convened New York City policymakers and business leaders for a roundtable discussion about the City's Automated Employment Decision Tools (AEDT) regulation — Local Law 144. The discussion focused on the law's intent to regulate the

use of artificial intelligence (AI) and automation in the hiring process and talent management decisions. SHRM previously [cautioned](#) that the city's revised definition of AI was overly broad and left employers at a disadvantage, having to guess what automated processes and systems it covers. SHRM also urged the city to exclude human-directed assessments, including scheduling tools, skill-screening technologies and personality assessments. The law took effect on July 5, 2023.

SHRM Government Affairs Drove Change at SHRM23



From left: Anjelica Dortch, Senior Director of U.S. Government Affairs at SAP; Ken Meyer, SHRM-SCP, Principal at KWM HR Consulting LLC and President of New York City SHRM; Megan Smith-Branch, Deputy Lead of the AI Ethics and Safety Team at Booz Allen Hamilton; and Alonso.

At the SHRM Annual Conference & Expo 2023 (SHRM23), SHRM Government Affairs hosted a mega session on the intersection of AI and workplace policy featuring SHRM Chief Knowledge Officer Alex Alonso, Ph.D., SHRM-SCP, other leading workplace experts and special video messages from three members of Congress about how important it is for HR professionals to be a resource for their lawmakers on this critical topic.

Answering the White House's Request for Information on Automated Worker Surveillance

On June 14, SHRM's Dickens [wrote](#) to the Director of the Office of Science and Technology Policy (OSTP) about the emerging issue of automated worker surveillance. SHRM recognizes the importance of safeguarding workers' rights, opportunities, access, health and safety while ensuring that employers can make informed business decisions in the workplace. SHRM looks forward to partnering with the Administration as our members are well-positioned to lead the conversation on this developing issue to best address the current and future needs of the workplace.

SHRM Submitted Comments to the White House OSTP

Responding to a request for information from the OSTP on a national strategy for AI, SHRM [commented](#) in July on how American businesses are already embracing AI to maximize talent acquisition, enhance reskilling and upskilling opportunities, and leverage performance management. The comment also discussed how companies need to understand the risks associated with AI and how to mitigate them. SHRM offered a policy framework and recommendations for further consideration.

SHRM A-Team Member Testified Before New York State Assembly



In October, Ken Meyer, President of the SHRM New York City Chapter, testified before a New York State Assembly hearing on the impact of AI on the workforce. He highlighted the benefits of employing AI in HR hiring strategy to reduce potential bias and identify top candidates. Meyer also shared SHRM's belief that by harnessing the potential of AI, our members will be able to create more dynamic, inclusive and productive workplaces for employees and employers.



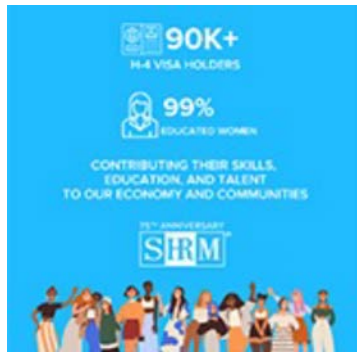
SHRM Policy Wins

The House Committee on Education and the Workforce Introduced WIOA Reauthorization

In a [press statement](#) from SHRM's Dickens, SHRM welcomed A Stronger Workforce for America Act, [H.R. 6655](#), legislation introduced by House Committee on Education and the Workforce Chair Virginia Foxx (R-NC) and Ranking Member Robert C. "Bobby" Scott (D-VA) that reauthorizes the Workforce Innovation Opportunities Act (WIOA). During a September 20 House Education and the Workforce Subcommittee [hearing](#), Chairman Burgess Owens (R-UT) referenced SHRM's [letter of support](#) for WIOA, and the letter was included in the hearing record. The bill modernizes and funds the bedrock of U.S. workforce development infrastructure, and its introduction was a monumental bipartisan accomplishment. The Committee marked up the legislation on December 12. SHRM is anticipating the legislation will move to a House floor vote in early 2024 and will continue to advocate for its passage all the way to the President's desk.

Court Ruled H-1B Spouses Eligible to Work in the United States

A U.S. District judge ruled that the 2015 H-4 Rule that allows eligible spouses of H-1B holders to apply for work authorization was lawful. SHRM joined a group of leading companies in [filing](#) an amicus brief in support of the rule because these individuals, largely educated women, are a critical part of the talent pipeline.



national apprenticeship system and expand Pell Grants to include high-quality, short-term programs — all of which made subsequent progress.



SHRM on Capitol Hill

SHRM Hosted 75th Anniversary With Capitol Hill Day



Nearly 750 SHRM members from all 50 states convened in Washington, D.C. on November 16 for SHRM's 75th Anniversary Capitol Hill Day. They engaged with lawmakers on key workplace issues, including workforce development, workplace flexibility and leave, and workplace immigration through three distinct experiences: an immersive half-day workplace policy experience at the U.S. Capitol Visitor Center; direct meetings between SHRM State Council legislative directors and their members of Congress; and Executive Network meetings with senior Administration officials.

To build on the momentum following Capitol Hill Day, SHRM encouraged members to contact their lawmakers to urge them to reauthorize WIOA, modernize the

SHRM Executives Met With Congressional Leaders



From left: Taylor, Rep. Scalise, Dickens



Rep. Scott

Throughout 2023, SHRM President and CEO Johnny C. Taylor, Jr., SHRM-SCP, and SHRM's Dickens met with congressional leaders like House Majority Leader Steve Scalise (R-LA), House Democratic Caucus Chair Pete Aguilar (D-CA), House Committee on Education and the Workforce Chair Virginia Foxx (R-NC), Ranking Member of the House Committee on Education and the Workforce Robert C. "Bobby" Scott (D-VA) and many more to brief them on SHRM's views on its major legislative priorities.

SHRM Touted Value of Skills-Based Hiring During Congressional Hearing



In June, Mark Smith, Ph.D., Director of Thought Leadership for SHRM, [testified](#) before the U.S. House Committee on Education and the Workforce about skills-based hiring. In a productive bipartisan [hearing](#), Smith told the committee how employers can use skills assessments to gauge job applicants' abilities and broaden the pool of job applicants. In August 2022, [SHRM Research](#) found 79 percent of HR professionals consider pre-employment skills assessments to be as important or more important than traditional criteria such as degrees or years of experience when determining which applicants are most qualified for a job.

Alabama and Georgia SHRM Members Hosted Annual Fly-Ins



SHRM members from Alabama and Georgia hosted their annual Capitol Hill fly-ins in July. Members met with their respective congressional delegations in the House and Senate to advocate for workforce development bills, immigration modernization and a federal paid-leave framework.

SHRM Presented at the 2023 CMF Democracy Awards

SHRM's Dickens presented the "Life in Congress" Workplace Environment Awards at the 2023 Democracy Awards, hosted by the Congressional Management Foundation (CMF), to Rep. Ro Khanna (D-CA) and Rep. Barry Moore (R-AL).



From left: Rep. Khanna, Dickens, Rep. Moore

SHRM Meets With Senior Members of the Biden Administration

HR Leaders Met With Key Government Officials



General Counsel Abruzzo (center) with HR leaders

On December 7, SHRM brought together top HR leaders for meetings with National Labor Relations Board General Counsel Jennifer Abruzzo and Director of the U.S. Office of Personnel Management Kiran Ahuja to discuss issues impacting work, workers and the workplace. The meetings were held in Washington, D.C., and included several SHRM Executive Council members and members of SHRM's Executive Team.

SHRM Leadership Met With the Office of the Vice President

On August 8, SHRM's Dickens met with senior staff from the office of Vice President Kamala Harris to discuss the Vice President's labor policy priorities, which include workplace immigration, automated employment decision tools/AI and workforce development.

SHRM INCLUSION 2023 Featured DOL and EEOC Officials



From left: Dickens, Administrator Looman, Commissioner Kotagal

During the annual INCLUSION conference in October, SHRM's Dickens moderated a panel on two new federal laws that provide important workplace protections for pregnant workers and recent mothers: the Pregnant Workers Fairness Act (PWFA) and the Providing Urgent Maternal Protections for Nursing Mothers Act (PUMP Act). Attendees heard from DOL WHD Administrator Jessica Looman and U.S. Equal Employment Opportunity Commission (EEOC) Commissioner Kalpana Kotagal. SHRM partnered with parenting app [MamaZen®](#) to create a [co-branded informational](#) resource for HR professionals on implementation of these vital laws.



State Policy Advocacy

SHRM A-Team Member Testified Before California Assembly Committee on Revenue and Taxation



In March, Trisha Zulic, CEO of Efficient Edge HR & Business Services Inc. and California SHRM (CalSHRM) State Council Past State Director, provided testimony before a California Assembly Committee in favor of [AB 509](#), which would allow employees to deduct up to \$5,250 from their state income taxes for any student loan assistance provided by their employers. SHRM led the effort to include a similar provision in the federal CARES Act in 2020 and has worked to ensure that

this deduction will last through 2025. Consideration of the California legislation was suspended by the Appropriations Committee but may be reconsidered in 2024.

SHRM A-Team Member Testified Before California Senate Committee



Green (center) with SB 703's author, California State Sen. Roger Niello, at right.

In April, Jennifer Green, Total Rewards and Change Management Consultant at Green Global Resources and a member of SHRM A-Team, testified before a California Senate Committee in support of the Workplace Flexibility Act of 2023 (SB 703). This legislation would have permitted a nonexempt employee in a nonunion workplace to request up to a four-day, 10-hour-a-day workweek and allow the employer to implement it without being required to pay overtime for the two additional hours worked each of those days. Although this bill failed to advance out of committee, SHRM believes California must have a 21st-century workplace flexibility policy that meets the needs of both employers and employees.

SHRM Thought Leadership

SHRM's Taylor Named One of the Most Influential People in Washington

SHRM's Taylor was named to [Washingtonian's Washington DC's 500 Most Influential People of 2023](#) list. The list features 500 authorities and advocates

outside of government who are playing big roles in the capital's policy debates. Taylor was recognized for his work in the business and labor category.

"We as leaders must work to foster strong, intentional workplace environments that lead to cultural alignment, business success and, ultimately, a better world of work," Taylor said. "I'm honored to be recognized by Washingtonian's Washington DC's 500 Most Influential People list and will continue to work on behalf of SHRM and the profession of HR to drive change and to serve HR professionals, executives, policymakers and business leaders."

SHRM's Dickens Named NWC Keynote Speaker and Recipient of Changemaker Award

In September, SHRM's Dickens received the 2023 Changemaker Award from the [National Women's Collaborative](#) (NWC) at the organization's 2023 We Mean Business Empowerment Summit held in San Juan, Puerto Rico. The award recognizes women who are intentional about solving a social problem. NWC awarded Dickens for her work in developing public policy solutions to build a better workforce.

DOL Launched Mental Health at Work Initiative Featuring SHRM's Taylor

In May, the DOL launched its [Mental Health at Work](#) campaign, which includes a [public service announcement video](#) underscoring the importance of addressing mental health in the workplace. The video features workers and employers from across the country, including SHRM's Taylor and the Acting Secretary of Labor Julie Su.

SHRM Launched 2023 Disability Inclusion Pledge, Commemorates NDEAM



SHRM, in collaboration with the DOL [Office of Disability Employment Policy](#) (ODEP) and [ABLE today](#), launched the [2023 Disability Inclusion Pledge](#) in May. This groundbreaking initiative provides HR professionals and

business executives with the necessary resources and tools to create more inclusive workplaces for disabled workers.

In October, SHRM commemorated National Disability Employment Awareness Month (NDEAM) and the 50th anniversary of the landmark Rehabilitation Act of 1973 with a [Disability Inclusion Pledge Roundtable](#), featuring Assistant Secretary of Labor Taryn M. Williams, Rep. Cathy McMorris Rodgers (R-WA), and Sara Hart Weir of ABLE today, moderated by SHRM's Dickens. Businesses can still sign the pledge and access valuable resources at pledgeinclusion.shrm.org.

SHRM Global Policy

SHRM Launched Global Worker Project and Hosted Two Global Summits



July 7 Geneva Summit

On July 7, SHRM, the [International Organisation of Employers](#) (IOE) and [Seyfarth](#) convened experts, researchers, global leaders and workers for a Global Worker Summit in Geneva, Switzerland, during which SHRM launched its new [Global Worker Project](#). SHRM hosted another summit in New York City in September.

The Global Worker Project is focused on building a shared, human-centered understanding of the future of the workplace to inform policymakers worldwide through policy recommendations and best practices on how employees and employers can thrive. Informing the work is SHRM Research's "[What Global Workers Want](#)," which details the needs and desires of different worker types in Canada, Mexico, the United Kingdom and the United States. Plans are underway to expand Global Worker Project research efforts to include additional countries.

SHRM Leadership Participated in B20 India Summit



As co-chair of the B20 Task Force on the Future of Work, Skilling and Mobility, SHRM's Taylor participated in the B20 India Summit in New Delhi in August, representing SHRM and HR professionals across the globe. Taylor spoke during the plenary session, "Enhancing Social Protection for Future Work, Skills and Mobility," about the importance of global convenings; diversity, equity and inclusion; new generations entering the workforce; and effects of the pandemic.

SHRM also co-hosted a side event with the U.S.-India Strategic Partnership Forum where Taylor and Rajeev Chandrasekhar of India's Ministry of Skill Development and Entrepreneurship spoke about strategies for bridging the skills gap. At another side event, SHRM's Dickens spoke on the importance of leading with inclusion and recruiting from under tapped or untapped talent pools to tackle skills shortages.