



October 9, 2025

The Honorable Andrew Rogers
Administrator
Wage and Hour Division
U.S. Department of Labor
200 Constitution Ave NW
Washington, DC 20210

Dear Administrator Rogers:

We write on behalf of [SHRM](#) and our nearly 340,000 HR professionals and business executive members to congratulate you on your confirmation as the Administrator of the Department of Labor's Wage and Hour Division (WHD). As the trusted authority on all things work, SHRM is the foremost expert, researcher, advocate, and thought leader on issues and innovations affecting today's evolving workplaces.

In these rapidly evolving times, American businesses and workers look to the federal government for clear guidance and sound policies that foster strong, sustainable workplaces. DOL—and particularly the WHD—plays a critical role in ensuring workforce stability, safety, and prosperity. As WHD Administrator, your leadership in overseeing the Fair Labor Standards Act (FLSA) and the Family and Medical Leave Act (FMLA) directly aligns with the priorities of SHRM's membership of HR professionals and business executives. SHRM's 119th Legislative Agenda includes advocacy to modernize both the FLSA and FMLA, cornerstone legislation that continues to shape the world of work. With our members on the front lines of implementing workplace laws—and through our ongoing research and practitioner insights—SHRM offers a real-time perspective on how DOL's guidance and regulations function in practice.

SHRM has long valued its partnership with WHD and hopes that open lines of communication continue. As the division advances its regulatory rulemaking, SHRM is ready to serve as a resource, particularly on issues related to worker classifications, overtime exemptions, and joint employer. SHRM looks forward to working closely with you. We are committed to putting policy above politics and collaborating to promote clear, consistent, and compliance-oriented workplace policies that support the long-term success of America's workers and workplaces.

Sincerely,

Johnny C. Taylor, Jr., SHRM-SCP
President & CEO

Emily M. Dickens, J.D.
Chief of Staff, Head of Government Affairs &
Corporate Secretary