



October 9, 2025

The Honorable Jonathan Berry
Solicitor of Labor
Office of the Solicitor
U.S. Department of Labor
200 Constitution Ave NW
Washington, DC 20210

Dear Solicitor Berry:

We write on behalf of [SHRM](#) and our nearly 340,000 HR professionals and business executive members to congratulate you on your confirmation as Solicitor of Labor (SOL). 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 changing times, American businesses and workers depend on the federal government for guidance, results, and policies that support thriving workplaces. As legal advisor to the Secretary of Labor and officials at the U.S. Department of Labor (DOL), your role is integral to advancing the DOL's mission: protecting workers, improving conditions, promoting employment, and ensuring access to benefits.

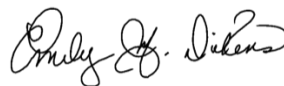
By advising DOL agencies, the SOL helps create workplaces that are safe, fair, and productive — which are goals closely aligned with SHRM's mission to support employers in implementing laws, fostering inclusive cultures, and promoting equal opportunities. SHRM members are on the front lines of applying workplace laws, and through research and direct feedback, SHRM provides a real-time perspective on how DOL guidance and regulations work in practice.

As the DOL's legal representative in enforcement actions, your office would benefit from timely workplace data and insights. Information from employers, especially HR professionals managing day-to-day compliance, can help identify emerging risks, clarify trends, and focus enforcement resources more strategically. Early awareness of compliance gaps or industry-wide challenges provides the proactive insight that reduces violations, limits liability, and fosters healthier, more compliant workplaces. SHRM looks forward to collaborating with you, your office, and the DOL to advance clear, balanced, and consistent 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