

# DRIVING CHANGE TO ADDRESS EVOLVING WORKPLACE NEEDS

## 119th Congress Agenda

This year, SHRM urges Congress to modernize three critical areas: closing the workforce participation gap, shaping the future of work, and updating pivotal workplace policies.

At SHRM, we are committed to driving meaningful change in the workplace by focusing on policy, not politics. As advocates, experts, and thought leaders, we aim to influence legislation that directly impacts the HR profession and the broader business community.

### 1. Closing the Workforce Participation Gap

U.S. businesses face a talent shortage worsened by demographic shifts and employment gaps. SHRM's policy pillars offer Congress solutions to close these gaps and strengthen the workforce.

### 2. Shaping the Future of Work

SHRM advocates for policies addressing labor shortages, including immigration reform, paid leave, reskilling, and upskilling to support a competitive workforce.

### 3. Modernizing Pivotal Workplace Policies

SHRM is focused on advocacy efforts to modernize bedrock legislation affecting the world of work—Family and Medical Leave Act, Fair Labor Standards Act and Immigration and Nationality Act.

Visit [SHRM.org](https://shrm.org) to discover more about how SHRM is creating better workplaces where people and businesses thrive together.  
Contact us at [governmentaffairs@shrm.org](mailto:governmentaffairs@shrm.org).

SHRM pursues data-driven, non-partisan, multi-faceted policy solutions that advance workplaces and is committed to engaging at every stage of federal policymaking.

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# CLOSING THE WORKFORCE PARTICIPATION GAP

**U.S. businesses are struggling to find the talent they need, for both now and in the future.**

This challenge is exacerbated by declining birth rates and an aging population, making it harder for employers to attract and retain skilled workers. The workforce participation gap, marked by employment disparities among different groups, adds another layer of complexity. Addressing these issues involves removing barriers and fostering a supportive work environment to boost workforce participation, ensuring everyone can contribute to and benefit from the evolving economy. SHRM's six established workplace policy pillars provide solutions that Congress can implement to address this gap.

## SHRM'S Policy Pillars



### WORKPLACE IMMIGRATION

Access to Employment-Based Immigrant and Non-Immigrant Visas



### WORKFORCE DEVELOPMENT

AI Upskilling and Reskilling, and Apprenticeship Programs



### WORKPLACE FLEXIBILITY AND LEAVE

National Paid Leave, FMLA Improvements, Retirement Security, and Reduced Compliance Burdens



### WORKPLACE INCLUSION

Workplace Culture, EEO Laws, Dependent Care, Resources for Untapped Talent, and Disability Employment Policy



### WORKPLACE HEALTH CARE

Employer-Based System, Definition of Full-Time, Wellness Programs, Workplace Mental Health, and Caregiving



### WORKPLACE GOVERNANCE

Worker/Employer Relationships, FLSA Improvements, and Independent Contractor Classification

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# SHAPING THE FUTURE OF WORK

**The future of work is a complex issue involving many stakeholders, with Congress serving as a key stakeholder in developing policies that can address the rapidly ever-changing landscape of work.**

SHRM has identified the following three policy areas to work with Congress to make impactful lasting change to work, workers and workplaces:



## **Responsible Regulation of AI and Automation**

There must be a uniform federal standard that establishes a clear framework for preventing unlawful bias and promoting responsible use in the workplace, along with federal initiatives to educate stakeholders on the benefits and risks of AI.



## **Displacement Resulting from Artificial Intelligence (AI) and Automation**

AI's impact on the workplace necessitates responsible policies to prevent job displacement and foster innovation. SHRM stresses the need for responsible AI use and worker support. Upskilling is vital, with 83% of HR leaders and 76% of U.S. workers recognizing its importance.



## **Workers who are Caregivers**

Legislation supporting employees balancing work and caregiving responsibilities, with policies such as paid family leave, flexible work schedules, and affordable child and eldercare options.



## **Education-to-Employment Pipeline**

Policies that strengthen the connection between educational institutions and the job market, ensuring that curricula align with industry needs and students are prepared for future job demands.

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# MODERNIZING PIVOTAL WORKPLACE POLICIES

**SHRM is focused on advocacy efforts to modernize bedrock legislation affecting the world of work—the Family and Medical Leave Act, the Fair Labor Standards Act, and the Immigration and Nationality Act.**



## Family and Medical Leave Act (FMLA)

SHRM calls on Congress to take a bipartisan approach to modernizing the FMLA by improving clarity, compliance relief, and program integrity for employers while meeting the needs of employees. Federal policymakers should align the FMLA with the current landscape on leave policy, where states have taken the lead.



## Fair Labor Standards Act (FLSA)

Congress can streamline the FLSA by addressing key topics like worker classification and overtime exemptions with clear, consistent, and balanced laws and regulations. Legislation should be balanced to support skills development, workplace flexibility, and talent pipelines. Employers, workers, and the economy would all benefit.



## Immigration and Nationality Act (INA)

Congress can improve the INA by removing arbitrary barriers to recruiting and managing top talent; using employment-based visas efficiently and improving case processing; and boosting efficiency, transparency, and fairness. Commonsense legislative fixes to the workplace immigration system will help U.S. companies access educated, legally authorized workers to fill workforce gaps.

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