



Supporting the Workforce:

SHRM's Strategies for Workplace Flexibility and Leave

SHRM Supports

Comprehensive employer-sponsored benefit packages are key to an employer's ability to attract and retain top talent, and employers intentionally construct their benefit packages to reflect the needs and demands of their specific workforce.

SHRM research shows that both employers and employees recognize the value of leave in addressing personal needs and reducing workplace fatigue and burnout. Similarly, retirement savings and planning benefits have remained among the most important benefits employers feel they can provide, with the value generated for their employees evident. However, small to mid-size businesses need modernized policies to compete with larger organizations, and larger organizations need flexibility to expand their innovative offerings.



Modernize the Federal and Medical Leave Act of 1993

Revising the Family and Medical Leave Act (FMLA) to better meet modern workplace needs. SHRM is ready to offer practical, on-the-ground experience to assist in these efforts. **SHRM advocates that federal legislation should clarify FMLA rights and responsibilities, better align with other leave and accommodation laws, address the under-inclusivity of qualifying events and covered family members, and reduce administrative burdens.**



Improve Retirement Security

Aligning retirement benefits with both employee needs and organizational goals. **SHRM is dedicated to advancing policies that secure and enhance retirement benefits by increasing meaningful access to retirement plans, simplifying administration, and supporting measures to increase participation.**



Establish a Voluntary Paid Leave Framework

Supporting legislation for a voluntary national paid family and medical leave insurance market to enable cost pooling and ensure regulatory consistency. **SHRM supports this balanced, bipartisan approach that would expand access to paid leave, offer flexible benefit designs, and increase regulatory consistency for multistate employers.**

SHRM believes that smart, balanced policymaking in this area will promote employee well-being, foster better work-life integration and bolster a thriving American workforce and economy.

ACCORDING TO THE 2024 SHRM EMPLOYEE BENEFITS SURVEY:

81%

of employers selected
“**Leave Benefits**” and
“**Retirement Savings & Planning Benefits**” as either
“**extremely important**” or
“**very important**” to their
workforces — with these
categories only second
to “**Health Care-Related Benefits**” at **88%**.