



January 10, 2018

Speaker Paul Ryan  
United States House of Representatives  
Washington, D.C. 20515

Leader Mitch McConnell  
United States Senate  
Washington, D.C. 20510

Leader Nancy Pelosi  
United States House of Representatives  
Washington, D.C. 20515

Leader Charles Schumer  
United States Senate  
Washington, D.C. 20510

Dear Speaker Ryan, Leader Pelosi, Leader McConnell, and Leader Schumer,

On behalf of the Society for Human Resource Management (SHRM), I urge you to pass a bipartisan solution to enable the nearly 690,000 beneficiaries of the Deferred Action for Childhood Arrivals (DACA) program to continue to work and attend school in the United States. Failure to provide status for these young people will adversely impact tens of thousands of employers in every state and industry who rely on these individuals in their workforce.

SHRM is the world's largest human resource (HR) professional society, representing 285,000 members in more than 165 countries. For nearly seven decades, the Society has been the leading provider of resources serving the needs of HR professionals and advancing the practice of HR management. SHRM has more than 575 affiliated chapters within the United States and subsidiary offices in China, India and the United Arab Emirates. SHRM members implement critical workplace programs and policies every day, including maintaining a legal workforce.

It is estimated that 76 percent of DACA recipients are in the labor force and many are also attending college. Industries as diverse as education and health services, the nonprofit sector, construction, retail trades, and professional services will be disrupted by the departure of these workers. Further, DACA recipients serve our nation as first responders as police, fire and EMS personnel as well as in the United States military. With unemployment approaching record lows, we must ensure that all the workers who have been educated and trained in the United States have the opportunity to contribute their talents to our economy.

For these reasons, we urge Congress to pass a timely bipartisan agreement that allows DACA individuals to continue to positively contribute to the development of our country. SHRM stands ready to work with Members of Congress and President Trump on this important issue.

Sincerely,

A handwritten signature in black ink, appearing to read "Johnny C. Taylor, Jr.", is written over a light blue background.

Johnny C. Taylor, Jr., SHRM-SCP  
*President & CEO*  
Society for Human Resource Management