SHRM POLICY NOT POLITICS

2025 SHRM August In-District Advocacy Campaign: Supporting Workers with Caregiving Responsibilities

The Issue: Across industries and demographics, millions of U.S. workers are balancing jobs with caregiving responsibilities — whether for aging parents, children, or family members with disabilities. SHRM data confirms caregiving is a central workplace concern, impacting productivity, absenteeism, and retention.

SHRM POV: Caregiving support is vital to employee well-being and workforce stability. While many employers are stepping up with flexible schedules and innovative benefits, cost and compliance barriers — especially for small and midsize businesses — limit broader implementation. Practical, bipartisan policy updates are needed to align workforce participation with caregiving realities and ensure economic competitiveness.

SHRM Policy Solutions:

- **Financial Incentives for Caregivers:** Support the Credit for Caring Act (H.R. 2036/S. 925), which provides a nonrefundable tax credit of up to $5,000 for caregiving expenses, helping individuals stay employed while managing care duties.

- **Modernize Workplace Laws:**
  - **Family and Medical Leave Act (enacted in 1993):** Update the FMLA to reflect today's family structures and needs. Reforms should include expanding the definition of covered family members, improving the administration of intermittent or reduced leave, and standardizing regulations to reduce complexity.
  - **Fair Labor Standards Act (enacted in 1938):** Reform the FLSA to reflect modern work arrangements. Support the Empowering Employer Child and Elder Care Solutions Act (H.R. 2270) to clarify that employer-provided care benefits are not counted in regular pay, encouraging more employers to offer assistance.

SHRM Research:

- **Caregiver Burden:**
  - 23% of working caregivers care for both children and aging relatives.
  - More than 80% anticipate long-term caregiving duties.
- **Work Impact:**
  - 28% of U.S. workers with caregiving duties reduced their hours worked as a result.
  - 21% of U.S. workers with caregiving duties reduced workload.
  - 14% of U.S. workers with caregiving duties changed jobs for flexibility.
- **Employer Support:**
  - 75% said the FMLA is outdated.
  - 93% support expanding the definition of "covered family member."

Meeting Soundbite: "Caregiving is not a personal issue, it's a workforce issue. Outdated laws and lack of support force many to cut hours or leave jobs. SHRM urges Congress to modernize workplace policies and support commonsense solutions to keep caregivers working and businesses strong."