



Johnny C. Taylor, Jr., SHRM-SCP  
President & Chief Executive Officer

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Senator Mike Lee  
United States Senate

Senator Kamala Harris  
United States Senate

Chairwoman Zoe Lofgren  
United States House of Representatives

Ranking Member Ken Buck  
United States House of Representatives

Dear Senators Lee and Harris, Chairwoman Lofgren and Ranking Member Buck:

On behalf of the more than 300,000 members of the Society for Human Resource Management (SHRM) and the over 115 million employees they represent, I applaud you for your leadership in reintroducing the bipartisan, bicameral S. 386/H.R. 1044, the Fairness for High-Skilled Immigrants Act.

This legislation is an important first step for high-skilled employees waiting in the green card backlogs that would also help U.S. employers, many in STEM industries, to compete globally. As you know, capping per-country green card applicants at seven percent of any one country has created up to decade-long backlogs for many sought-after, highly skilled and educated immigrants, while applicants from other countries, regardless of their date of filing, receive their green card in far less time.

To address this backlog, this bill creates a first-come first-served green card system, that would also allow applicants with an approved immigrant petition as of the date of enactment to keep their place in the green card line. Ultimately, the result puts the talent and skills professionals bring to the economy before a beneficiary's country of birth.

While the bill is a welcome initial step, Congress must pursue additional fixes that provide employers greater access to the many talents waiting in the green card backlogs. The best solution is a bipartisan solution to clear the estimated 500,000 employment green card backlogs.

SHRM looks forward to working with Congress to advance this bill as one effort to modernize workplace immigration.

Sincerely,

Johnny C. Taylor, Jr., SHRM-SCP  
President & CEO