# Contents

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>About the SHRM A-Team</td>
<td>1</td>
</tr>
<tr>
<td>Workforce Development</td>
<td>2</td>
</tr>
<tr>
<td>Workplace Equity</td>
<td>3</td>
</tr>
<tr>
<td>The A-Team, State-by-State</td>
<td>4-5</td>
</tr>
<tr>
<td>Workplace Flexibility and Leave</td>
<td>6</td>
</tr>
<tr>
<td>Workplace Immigration</td>
<td>7</td>
</tr>
<tr>
<td>Workplace Health Care</td>
<td>8</td>
</tr>
</tbody>
</table>
About the SHRM A-Team

It is imperative that policymakers — both in Washington and state capitals — understand the linchpin role HR plays in today’s workplace.

That’s why SHRM Government Affairs developed the SHRM Advocacy Team — the A-Team.

A-Team members reside in each of the 435 congressional districts across the country and are the “go-to” people for lawmakers and their staffs on workforce-related issues.

They are the point of contact when the need for in-district advocacy arises, and they assist all SHRM members in making the HR voice heard on public policy issues impacting the workplace.

SHRM A-Team members move the HR profession forward. Join today.

Visit advocacy.shrm.org/about.
ISSUE

More than 80 percent of HR professionals report challenges recruiting suitable job candidates in the past year, an indication of a growing skills gap problem that if left unchecked will leave jobs unfilled, reduce business profitability and stifle U.S. economic growth.

RECOMMENDATIONS

- **Work-based Learning:** SHRM supports public policies that foster and expand work-based learning opportunities, including apprenticeships, skills-based hiring and enhanced employability skills instruction in K-12 education.

- **Untapped Talent:** SHRM supports policy initiatives that promote hiring from under-utilized talent pools, such as the formerly incarcerated, older workers, individuals with disabilities and veterans.

- **Education Assistance:** SHRM believes employer-provided education assistance should be expanded to include student loan repayment and increase the monetary limit.

BOTTOM LINE

To help close the skills gap and improve individual prosperity, employers and government should adopt practices and policies that support efforts to hire, educate and train individuals for the modern workplace, including utilizing non-traditional talent pools.
ISSUE

Everyone in the workplace deserves fair treatment, yet 1 in 3 Americans still believe their workplace fosters sexual harassment, and pay inequity based on gender and race continues to persist. A challenge in addressing pay disparity is understanding how much is attributable to discrimination as opposed to legitimate pay practices.

RECOMMENDATIONS

- **Workplace Culture**: SHRM urges employers to foster healthy workplace cultures. Strong anti-harassment and anti-discrimination policies are important, but culture is key to prevention.

- **Pay Audits**: SHRM believes public policy should incentivize employers to proactively conduct self-evaluations of pay and correct improper disparities in compensation.

- **Transparency**: SHRM encourages employers to have discussions about pay expectations and share with their employees information on how pay decisions are made.

- **Federal Framework**: SHRM advocates for a federal standard of equal pay for equal work, rather than different standards at state and local levels.

BOTTOM LINE

Harassment of any kind has no place at work and people deserve to be treated fairly. Positive workplace cultures discourage harassment and discrimination and promote pay decisions based on bona fide business factors.
The A-Team, State-by-State

shrm.org/policy
Nearly 11,000 Members Across the Country... and Growing

#WeAreWork
ISSUE

U.S. employers are burdened by a patchwork of state and local paid leave laws that create a fragmented compliance system for them to navigate. At the same time, employers are struggling to balance the needs of their businesses as they offer competitive paid leave programs and flexible work arrangements necessary to attract and retain employees.

RECOMMENDATIONS

- **Voluntary Leave:** SHRM encourages employers to voluntarily offer paid leave and flexible work options to their employees.

- **No Mandates:** SHRM believes government mandates limit employer flexibility. Public policy should accommodate varying work environments, employee representation, industries and organizational size.

- **Federal Framework:** SHRM supports public policies that provide employers with certainty and predictability through a voluntary federal framework rather than a fragmented patchwork of state and local laws.

BOTTOM LINE

The modern workforce is diverse and can’t be managed with one-size-fits-all government mandates. The U.S. needs a 21st century workplace flexibility and paid leave policy that works for both employers and employees.
ISSUE

Today’s workplace immigration system should empower U.S. employers to be competitive and innovative, instead it discourages a world-class workforce and fails to provide employers with the tools to recruit and retain top global talent. Employers lack a modernized employment immigration system that is reliable and allows them to confirm applicants’ identity and work authorization.

RECOMMENDATIONS

- **Access to Talent:** SHRM supports policies that ensure employers have access to visas to recruit, hire, transfer and retain top talent, especially those educated and trained in the United States.

- **Employment Verification:** SHRM advocates for one reliable, entirely electronic employment verification system that integrates the Form I-9, provides users a good faith defense and is only for new hires.

- **Pre-Certified Employers:** SHRM believes a “Trusted Employer” program should be implemented to create efficiencies for employees, employers and the government.

BOTTOM LINE

The U.S. needs a modern workplace immigration system that allows employers to access authorized top global talent and creates efficiencies while protecting workers.
ISSUE
Currently, employer-based health care is the foundation of health care insurance in the United States. However, rising health care costs, challenges implementing and complying with the Affordable Care Act (ACA) and continued uncertainty of policy action on health care could lead to the erosion of employer-sponsored health insurance.

RECOMMENDATIONS

- **Employer-Based System:** SHRM believes public policy should strengthen and improve the employer-based health care system, including preservation of the current tax treatment of employer-sponsored health plans.

- **Definition of Full-time:** SHRM believes the definition of full-time employment for purposes of health care coverage should be 40 hours per week, consistent with the Fair Labor Standards Act overtime requirement.

- **Wellness Programs:** SHRM supports adoption of employer wellness programs to encourage healthy behavior and to lower costs for employers and employees.

BOTTOM LINE
SHRM believes any approach to health care reform in the United States must preserve the option for employers to provide employer-sponsored health insurance. This coverage may be achieved in different ways and at different levels, but any approach to health care reform must offer affordable access to care for all Americans. Specifically, SHRM supports lowering costs for employees and employers, and strengthening the employer-based health care system, which provides health benefits to more than 181 million Americans.
SHRM will always choose what is right over what is convenient. We believe in the power of policy, not politics.

For more information, please contact SHRM Government Affairs at GovernmentAffairs@SHRM.org.
SHRM, the Society for Human Resource Management, creates better workplaces where employers and employees thrive together. As the voice of all things work, workers and the workplace, SHRM is the foremost expert, convener and thought leader on issues impacting today’s evolving workplaces. With 300,000+ HR and business executive members in 165 countries, SHRM impacts the lives of more than 115 million workers and families globally. Learn more at SHRM.org and on Twitter @shrm.