

SHRM Advocacy Team Webinar Series

Meredith Nethercutt
Director, Member Advocacy and
SHRM A-Team

July 12, 2018





Meredith Nethercutt

**Director,
Member Advocacy,
*A-Team Program***

Twitter: @SHRMATeam

Today's Agenda

- **Welcome**
- **SHRM Legislative/Regulatory Updates**
Mike Aitken, Senior Vice President, Government Affairs, SHRM
- **Special Session: August Recess Engagement**
 - *Jason Gabhart, Director, State Affairs, SHRM*
- **Third Quarter 2018 Engagement**
- **Wrap-Up and Q&A**

**Reminder: Archived A-Team Training Webinars can be accessed through original registration link*



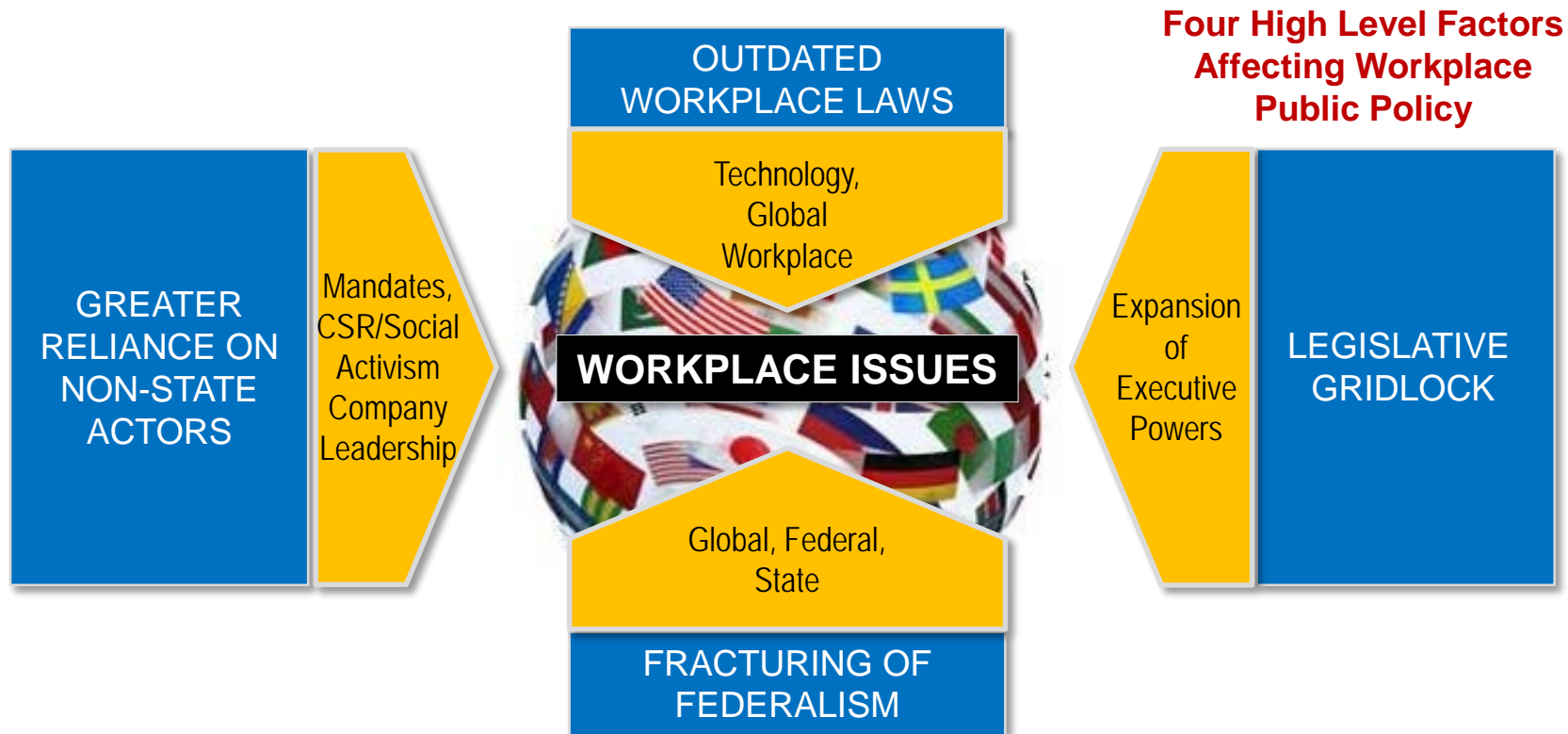
Mike Aitken

**Senior Vice President,
Government Affairs**

Twitter: @SHRMVPAitken



Public Policy Environment



Our public policy competitors





SHRM's Public Policy Agenda

- Talent Development
- Civil Rights
- Paid Leave
- Labor & Employment
- Health Care
- Immigration



Talent Development Issues

2018 Public Policy Agenda: Talent Development

- SHRM involved in White House talent development efforts including:
 - Apprenticeships
 - Credential-based hiring
 - Hiring of the formerly incarcerated, individuals with disabilities, veterans.
- SHRM CEO named to lead President's Board Advisors on Historically Black Colleges and Universities.
- SHRM supports pending legislation to expand employer-provided educational assistance
 - S. 2007/H.R. 4135 – Expands Section 127 of the IRC to \$11,500 per calendar year, and indexes that amount for inflation.
 - H.R. 795 – Expands Section 127 to include student loan repayment.





Civil Rights Issues

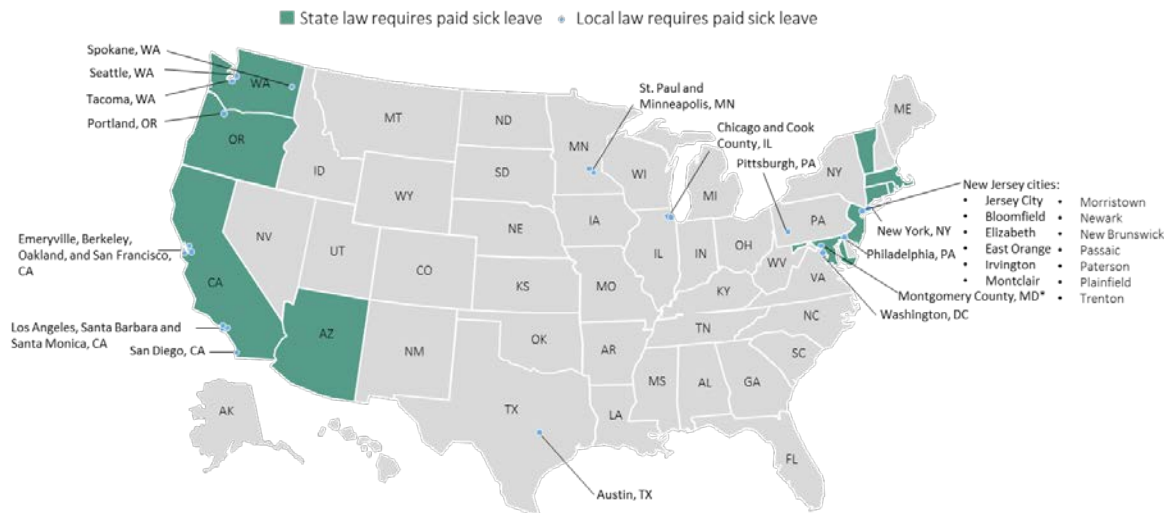
2018 Public Policy Agenda: Civil Rights

- EEOC pending issues:
 - Final Enforcement Guidance on Unlawful Harassment
 - Revised Final Wellness Rules under ADA and GINA
 - Review of EE0-1 Compensation Data Collection Rule
 - Work with NLRB for consistent interpretation of NLRA, Title VII and other civil rights laws
- #MeToo movement has reinforced the need for SHRM's leadership to develop effective organizational culture and policies to create workplaces free of harassment.
- Pending legislation (H.R. 4734 / S. 2208) to prohibit the use of arbitration agreements in sex discrimination disputes.



Paid Leave Issues

Paid Sick Leave Mandates Gain Momentum



- **The Rhode Island General Assembly** approved a measure for paid sick leave effective July 1, 2018.
- **Maryland** approved a measure for paid sick leave effective February 11, 2018.
- **Austin, TX** passed a measure for paid sick leave effective October 1, 2018.
- **The New Jersey state legislature** passed a measure creating a statewide paid sick leave policy on April 11, 2018.

Source: Work Place Fairness, "State and local paid sick leave laws," Your Rights, 2017; "Paid sick leave," National Conference of State Legislatures," February 8, 2017; National Partnership for Women and Families, 2017; The National Law Review, "Austin adopts paid sick and safe leave," March 5, 2018; JD Supra, "Maryland paid sick leave law now in effect," March 5, 2018; Kate King, "New Jersey lawmakers pass raft of bills-from nuclear subsidies to paid sick leave," The Wall Street Journal, April 12, 2018.



Paid Leave Issues

Workflex in the 21st Century Act (H.R. 4219) #Workflexbill

- Representative Mimi Walters (R-CA) introduced SHRM-developed legislation that expands paid leave and workplace flexibility opportunities for all employees.
- Employers that choose to participate by offering a minimum threshold of paid leave and a flexible work option will satisfy state and local paid sick leave law and federal contractor requirements.
- Amends ERISA, providing employers flexibility and predictability in workplace flexibility programs, rather than a patchwork of conflicting government mandates.
- Congressional action still anticipated this year.

Make sure your SHRM State Council/Chapter are signed on in support of SHRM's letter to Congress in support of H.R. 4219



Labor and Employment Issues

2018 Public Policy Agenda Labor and Employment

- Department of Labor
 - Payroll Audit Independent Determination (PAID) program
 - Overtime rule in 2019
- National Labor Relations Board
 - Joint employer standard
 - Ambush election rule



Health Care Issues

2018 Public Policy Agenda: Health Care

- Major congressional efforts on the ACA are on hold until after the mid-term elections but could see legislation to ease ACA reporting requirements (S. 1908 / H.R. 3919) and expansion of HSAs move forward.
- Trump Administration will release a final rule on Association Health Plans very soon.
- Cadillac tax delayed until 2022.
- Interest in single-payer health care system in many mid-term races and will likely continue into 2020 presidential race.



Immigration Reform Issues

2018 Public Policy Agenda Immigration Reform

- President Trump delivering on promise to focus on border security, protecting American workers and interior enforcement.
- Facing a discharge petition on Deferred Action for Children (DACA) from moderate Republicans, House to consider 2 bills this week.
- E-Verify and 3 other immigration laws extended in funding bill but will need to be extended again.
- SHRM supports S. 2344, Immigration Innovation Act to create market-based H1-B cap, modernizes Green Card process, and mandated Trusted Employer program.



Advocacy in Action

✓ SHRM “reached out” to by public policy makers 45+ times on workplace issues to date.

- DOL Secretary Acosta
- SBA on OT Regulation, Employment Verification

✓ Invited to participate in 8 public policy roundtables, particularly around #MeToo

✓ Participating in Global Policy Forums

- B20
- ILO





Jason Gabhart
Director, State Affairs
(California)

Twitter: @SHRMCAJason



2018 Fall State & Local Politics

Women in State Legislatures

Approximately 1,875 women serve in the 50 state legislatures in 2018 making up 25.4 percent of all state legislators nationwide.

This is a noteworthy change from the 2017 session's ratio of 24.9 percent, since the share of women legislators has finally reached one-quarter nationwide.

Arizona and Vermont tie for the largest percentage of female legislators at 40%.

Response to Sexual Harassment in State Legislatures

2018 has brought an unprecedented amount of legislation on sexual harassment and sexual harassment policies. At least 32 states have introduced over 125 pieces of legislation, including legislation:

- to expel members, criminalize sexual harassment in legislatures, and mandate harassment training within the legislature, among other topics.

State Legislatures have convened special committees to create new policies on sexual harassment in the overall workplace, and specifically in the state legislature. (Alaska, California, Colorado, Rhode Island).



2018 Fall State & Local Politics

Local Elections Matter

The November 2018 general elections will be the first significant test of the impact Donald Trump's presidency will have on down-ballot races in the states.

Many workplace issues are on the ballot throughout the states:

Missouri right to work law, Michigan marijuana legalization and paid sick leave (signatures submitted)

Remember that sometimes the most significant workplace issues are introduced at the state and local level:

Minimum wage laws, paid sick leave, predictive scheduling, Louisiana bill restricting professional credentialing.

Be a Voice for HR

Volunteer, set up meetings, be a resource.

Moving Forward...

Interact with Your Legislator this Summer/During
August Recess

Current 2018 Congressional Recess Schedule

- ~~President's Day Work Period (Feb. 19-23)~~
- ~~Spring Work Period (March 26-April 6)~~
- ~~Spring Work Period (April 30-May 4)~~
- ~~Memorial Day Work Period (May 28-June 1)~~
- ~~Independence Day Work Period (July 2-6)~~
- **August Recess Work Period (August 6-Sept. 3)**
- Columbus Day Work Period (Oct. 8)
- Veterans Day Work Period (Oct. 29-Nov. 12)
- Thanksgiving Work Period (November 20-24)
- Target December Adjournment: Dec. 14



SHRM 2018 Election Resources



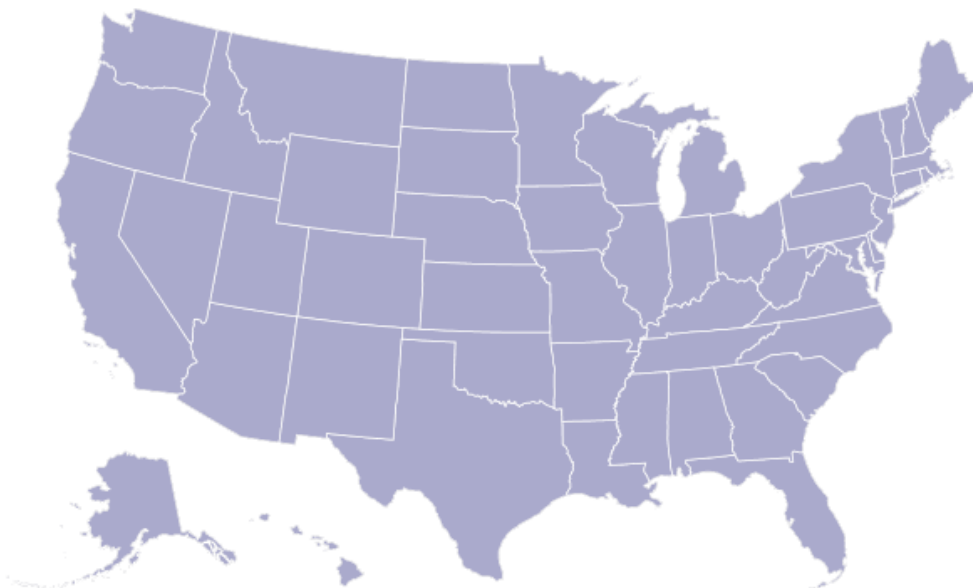
SHRM POLICY ACTION CENTER

Member Advocacy that Makes the Difference

[HOME](#)[KEY ISSUES](#)[NEWS](#)[A-TEAM](#)[ORGANIZE AN EVENT](#)[2018 ELECTIONS](#)[CFGI](#)[CONTACT](#)

2018 ELECTION MAP

From The Smallest Local Election To The White House, It Really Is Critical For HR Advocates To Be Aware Of Voting Laws And Races In Your State, And Educated On How You Can Be Active On Or Before Election Day.



HR: GET TO KNOW YOUR CANDIDATES FOR OFFICE

Take advantage of SHRM's Candidate Lookup tool to research your area races and candidates for office as you prepare to cast your vote this election season. As you interact with candidates leading up to Election Day in November, encourage them to learn about the many workplace issues you face as an HR professional.

[GO](#)

MAKE SURE YOUR SHRM A-TEAM RECORD IS UP TO DATE!

Confirm Your Preferred Advocacy Contact Information

We would appreciate your help as we work to keep our SHRM A-Team records current. Please take a moment to update your preferred contact information for SHRM A-Team/advocacy communications below.

[TAKE ACTION](#)

YOUR HR VOICE+YOUR HR STORY=RESULTS

YOUR VOICE + YOUR STORY = RESULTS



Learn About Your Legislators

Rep. Joyce Beatty (D-OH)

Representative for Ohio, Democrat, OH-03



Biography

Home town:	Columbus
Born:	March 12, 1950
Born in:	Dayton, OH
Occupation:	Business Owner, Management Consultant
Religion:	Baptist
Marital status:	M
Spouse:	Otto
Previous political experience:	OH House, 1999-2008
Elected in year:	2012
Next election in year:	2018
Family:	2 stepchildren
Education:	MS Wright St. Univ., 1975
Ethnicity:	African American

SHRM'S 2018 GUIDE TO PUBLIC POLICY ISSUES



Download [HERE](https://advocacy.shrm.org)

DOWNLOAD THE "SHRM ADVOCACY" APP!





SHRM's Advocacy Team "A-Team"

1 HR Advocate:

- Receive key legislative and regulatory updates and calls to action from SHRM
- Stay up to speed on all the potential issues that could impact the workplace
- Have access to all SHRM's tools to quickly and easily contact your lawmakers on issues of interest to you, your company and your state

2 Advocacy Captain:

- Serve as a leader within your congressional district on HR issues
- Rally other SHRM Advocates around a call to action
- Be a direct workplace policy resource to your respective member of Congress throughout the year

ADVOCACY
★ TEAM ★



HR Advocates

Get energized this August!

- Take time to research your lawmakers (local, state, federal), candidates for office and the climate in your local area/district *before Election Day.*
- Brush up on SHRM's key legislative issues of focus for 3rd Quarter.
- Do you know where your lawmakers/candidates stand on key workplace issues?
- Think about how you can contribute locally. *Contact SHRM if you want to connect with your appointed Advocacy Captain, State Council Legislative Director.*



Advocacy Captains

Use this key time to continue to serve as an ambassador to your lawmaker

- Make an effort to connect with your lawmaker/local office *in-person*. Build relationships, ensure the team knows you are available as a resource.
- Personally deliver SHRM's 2018 Issues Guide.
- Reach out to SHRM to get the latest A-Team HR Advocate roster for your congressional district. *Network as a local team, add others to your group.*
- Do you know your SHRM State Council Legislative Director? *Let SHRM know if you want to be connected to this valuable state advocacy/legislative resource!*
- Are you a member of your local SHRM Chapter? Is your Chapter aware of SHRM's A-Team? Serve as a "voice" during Chapter meetings to make sure your peers are aware of SHRM efforts – and your leadership.



SHRM Chapters

Use Chapter gatherings and network as a way to strengthen your local efforts and leadership on behalf of the profession

- Invite an elected official and/or candidate for office to an upcoming Chapter meeting.
 - *Use the opportunity to deliver SHRM's 2018 Issues Guide.*
 - *Use the meeting as a forum to discuss workplace issues of concern, opportunity for your community.*
 - *Ensure it is a non-partisan event! Public officials appreciate any opportunity to talk to voters.*
- Reach out to SHRM to get public policy materials, A-Team brochures, branded giveaways, etc.
- Use Chapter meetings as a way to bolster awareness of SHRM's A-Team and build your local engaged advocate network. *It's never too soon to start!*
- Share your efforts with your members, SHRM and even your SHRM State Council! SHRM can help you craft a newsletter piece, social media content, assist with blog posts, etc.



3 General Types of District Activities

- ✓ District Meetings with Legislators
- ✓ District Meetings with Office Staff
- ✓ On-Site Meetings/Invite Legislator to Place of Work



*"All politics is local."
- Tip O'Neill*



Refresher Course: Days in the District



SHRM POLICY ACTION CENTER

Member Advocacy that Makes the Difference

- HOME
- KEY ISSUES
- NEWS
- A-TEAM
- ORGANIZE AN EVENT
 - DAY INSIDE THE BELTWAY
 - DAY INSIDE THE DISTRICT
 - FEEDBACK FORM
- 2016 ELECTIONS
- CFGI
- CONTACT



DAY INSIDE THE DISTRICT (DITD)

The Day Inside the District (DITD) program is a local initiative that provides an opportunity to generate interest and support of issues important to the HR professional on a federal and state level.

Most Members of Congress and state legislators spend the majority of their time while in office in their home districts. This time away from performing their legislative duties provides a unique opportunity for HR professionals to interact with their legislators when they are removed from the myriad of demands on their time when the legislator is in Washington or their state capital - committee hearings, floor votes, other constituent meetings, etc.

While legislators are back home in their districts during a legislative recess, their personal schedules tend to be more relaxed and, in turn, afford legislators the opportunity to spend more time with their constituents in face-to-face meetings.

SHRM's DITD program affords members the opportunity to organize a variety of in-district meetings with legislators - whether it be at a Town Hall Meeting with the legislator in a nearby venue in their home district, a face-to-face meeting in their district office, or a Capital Day when a state legislator is performing their duties while the state legislature is in session.

FIND YOUR ELECTED OFFICIALS

Enter a name, address or zip code to find your officials or candidates.

FIND

SEND US FEEDBACK

Tell Us About Your District Meeting

GO

YOUR HR VOICE+YOUR HR STORY=RESULTS

YOUR VOICE + YOUR STORY = RESULTS



Get Ideas: Easy Ways to Get Involved



ADVOCACY ★ TEAM ★

Please indicate which activities you have participated in on behalf of workplace advocacy in the past quarter. Feel free to email additional activities/comments/feedback on your experiences to ATeam@shrm.org.

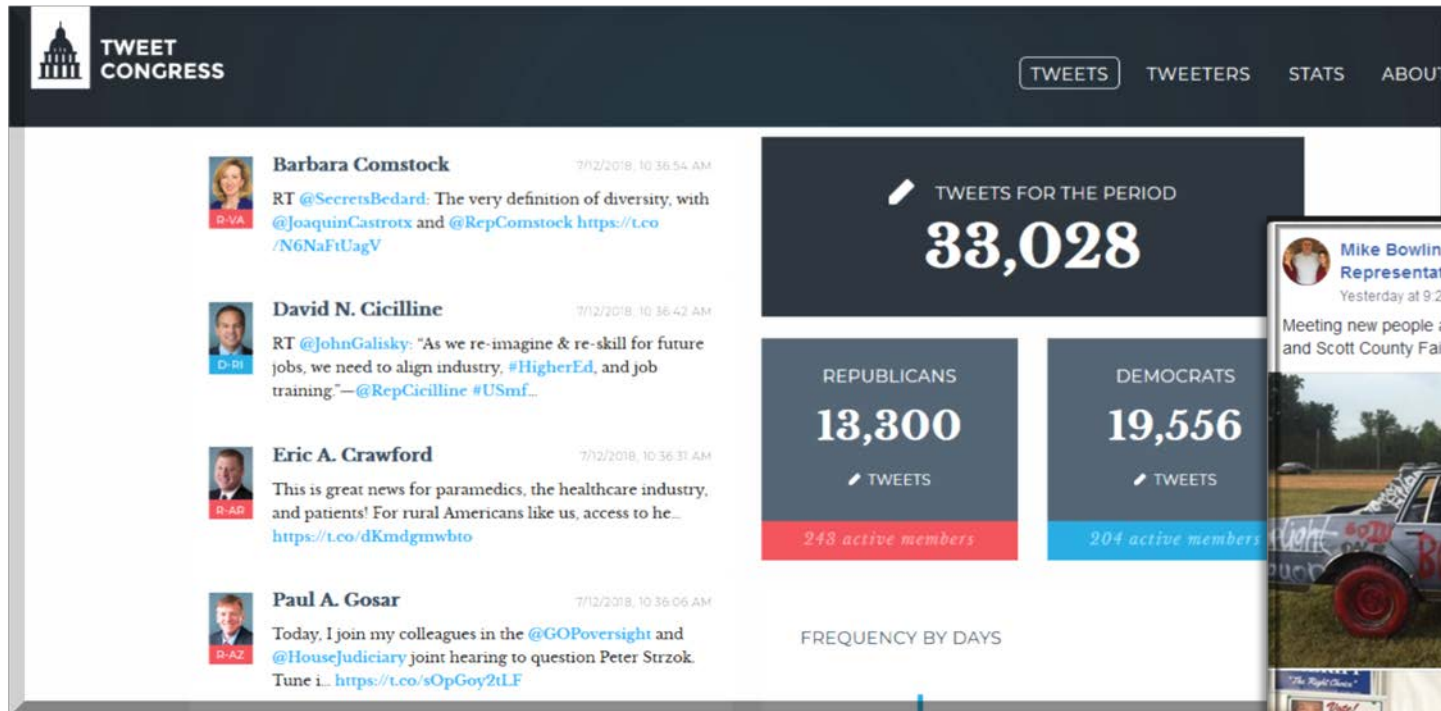
Special thanks from all of us here at the Society for Human Resource Management for your fantastic advocacy efforts in support of HR.

SHRM A-Team Advocacy Activity Checklist

- ☐ Responded, in some form, to a majority of SHRM's calls to action this quarter (distributed via email from ATeam@shrm.org)
- ☐ Placed a personal call to your elected official's office per a workplace/HR-related issue or vote
- ☐ Member of Congress/staff initiated contact/reached out to you on an HR-related issue
- ☐ Recruited other potential HR advocates from your chapter, organization, etc. to join the SHRM A-Team in city/congressional district
- ☐ Downloaded and utilized the new SHRM Advocacy App
- ☐ Followed @SHRMATeam on Twitter

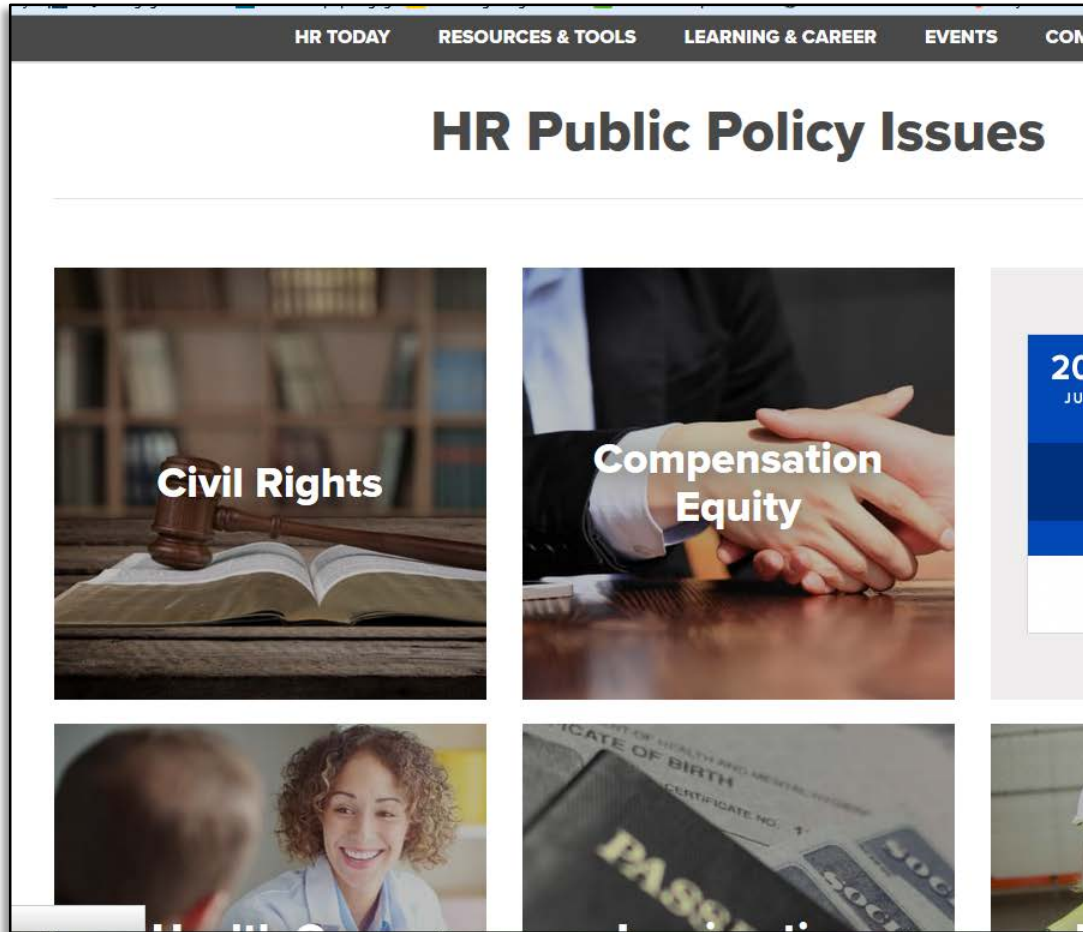
Where Will Your Lawmaker Be? Check Social Media

Follow Your Members of Congress





Research Workplace Issues Beforehand





It Can Be Done!

A-Teamers in Action



*Advocacy Captain
district meeting with
Rep. Julia Brownley
(CA)*



*NH A-Team district meeting with Rep. Ann McLane
Kuster (NH)*



A-Team Summer/August Recess Action Items

1. **Make plans to connect with your lawmaker and candidates for office in-person this summer/over the month-long August Recess**
 - *Follow your lawmakers and candidates for office on social media, email newsletters - note local event mentions.*
 - *Contact your lawmaker's district office to schedule a local meeting.*
 - *Invite a lawmaker or candidates for office to an upcoming State Council and/or Chapter meeting.*
2. Coordinate with SHRM – let us know **how** you want to engage this summer. Solo? As part of an A-Team group? Through your SHRM State Council/Chapter?
3. SHRM advocates: Continue to recruit House of Representatives cosponsors to H.R. 4219, the "Workflex in the 21st Century Act".
4. SHRM State Councils/Chapters: Make sure you are signed onto SHRM's support letter to Congress on workflex legislation (deadline is July 18).

Annual A-Team Event Calendar

**Congressional
District Work
Days**

**A-Team Quarterly
Planning
Webinars**

**SHRM Advocacy
Events in
Washington, D.C.**

**Social Media
Engagement
Opportunities**



2018 A-Team Events Calendar

**Please note: Dates are subject to change depending on congressional activity.*

January							February							March						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6												1	2	3
7	8	9	10	11	12	13	4	5	6	7	8	9	10	4	5	6	7	8	9	10
14	15	16	17	18	19	20	11	12	13	14	15	16	17	11	12	13	14	15	16	17
21	22	23	24	25	26	27	18	19	20	21	22	23	24	18	19	20	21	22	23	24
28	29	30	31				25	26	27	28				25	26	27	28	29	30	31

April							May							June						
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8	9	10	11	12	13	14	6	7	8	9	10	11	12	3	4	5	6	7	8	9
15	16	17	18	19	20	21	13	14	15	16	17	18	19	10	11	12	13	14	15	16
22	23	24	25	26	27	28	20	21	22	23	24	25	26	17	18	19	20	21	22	23
29	30						27	28	29	30	31			24	25	26	27	28	29	30

July							August							September						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7														
8	9	10	11	12	13	14	5	6	7	8	9	10	11	2	3	4	5	6	7	8
15	16	17	18	19	20	21	12	13	14	15	16	17	18	9	10	11	12	13	14	15
22	23	24	25	26	27	28	19	20	21	22	23	24	25	16	17	18	19	20	21	22
29	30	31					26	27	28	29	30	31		23	24	25	26	27	28	29

October							November							December						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
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14	15	16	17	18	19	20	11	12	13	14	15	16	17	9	10	11	12	13	14	15
21	22	23	24	25	26	27	18	19	20	21	22	23	24	16	17	18	19	20	21	22
28	29	30	31				25	26	27	28	29	30		23	24	25	26	27	28	29

Calendar Key

Congressional District Work Days (anticipated)

A-Team Quarterly Planning Webinar

SHRM Advocacy Events in Washington, D.C.

SHRM/A-Team Social Media Events

National Election Day

Questions? Contact Meredith Nethercutt, SHRM's Senior Associate, Member Advocacy at meredith.nethercutt@shrm.org

QUESTIONS?

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