



2022 CALIFORNIA STATE HR

ADVOCACY & LEGISLATIVE CONFERENCE

SHERATON GRAND HOTEL - SACRAMENTO

APRIL 20-22, 2022

Trends and insights
from SHRM's
Knowledge Center

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Knowledge Center Manager

SHRM



CALIFORNIA

STATE COUNCIL OF SHRM

Affiliate of

SHRM

BETTER WORKPLACES
BETTER WORLD™

What were YOUR Top Challenges from 2021



California

State

HR Advocacy

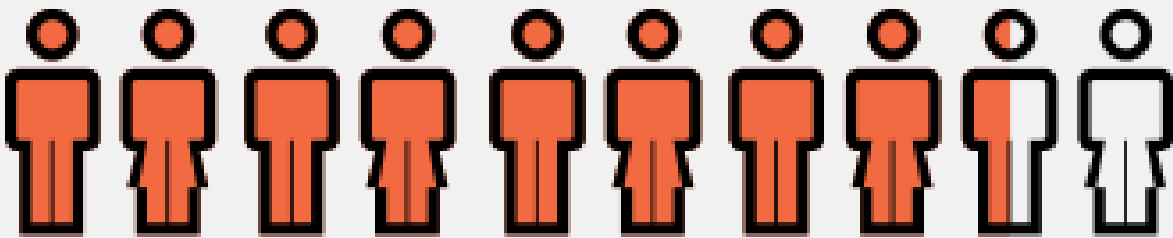
and

Legislative

Conference

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2021 ORGANIZATIONAL CHALLENGES



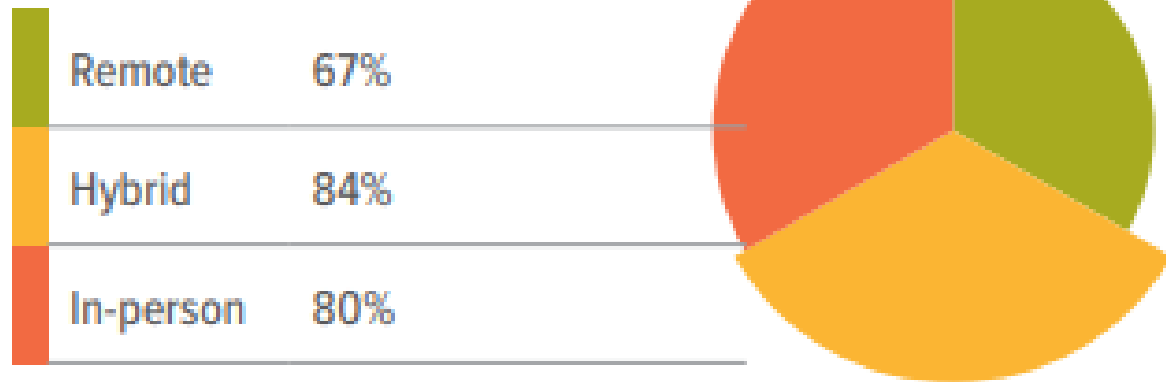
84%

of organizations reported labor shortage challenges in the past year.

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Remote Employers were less likely to report Compliance and Labor Shortages as a top challenge.

LEGAL AND COMPLIANCE



LABOR SHORTAGES



Remote Organizations rated 1.5 to 2.5 times more effective in recruiting, engagement, and retention than In-Person.

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Since the start of the pandemic to now,
do YOU feel your **WORKPLACE CULTURE** has:

- ☐ IMPROVED
- ☐ STAYED ABOUT THE SAME
- ☐ WORSENEDED

WHY? *Top 2-3 reasons you feel there has been a change (or lack of change) in your workplace culture?*

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What can we do to improve workplace culture?

Brainstorm ideas & Discuss what has worked/not worked for your organization

SHIFT THE PERSPECTIVE

Since the start of the pandemic to now,
do YOU feel your **WORKPLACE CULTURE** has:

- ☐ IMPROVED
- ☐ STAYED ABOUT THE SAME
- ☐ WORSENER

Would your employees honestly agree with your
assessment of the workplace culture?

Would your CEO or executive team rate the work
culture differently?

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THE CULTURE EFFECT

Workplace Culture WORSENERD

Working Americans (13%)

- **Communication** (51%)
- Changes to workload (47%)
- Employees quitting (39%)

HR Professionals (24%)

- Changes to workload (59%)
- **Communication** & Employees quitting (50%)
- A shift to remote work (42%)

People Managers 11%

- Changes to workload (58%)
- **Communication** (52%)
- A shift to remote work (44%)

Workplace Culture IMPROVED

Working Americans (14%)

- **Communication** (59%)
- A shift to remote work (44%)
- Transparency about the company's future (38%)

HR Professionals (21%)

- **Communication** (58%)
- A shift to remote work (48%)
- Org's trust in employees & Changes to workload (36%)

People Managers (38%)

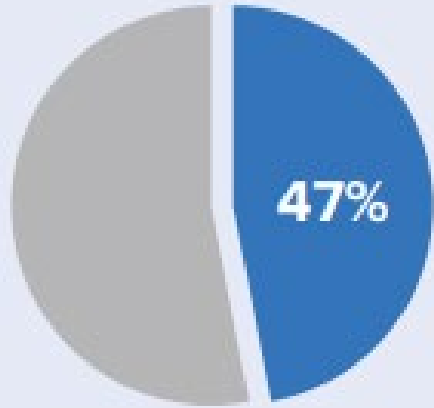
- **Communication** (49%)
- The organization's trust in employees (39%)
- A shift to remote work (35%)

Executives (72%)

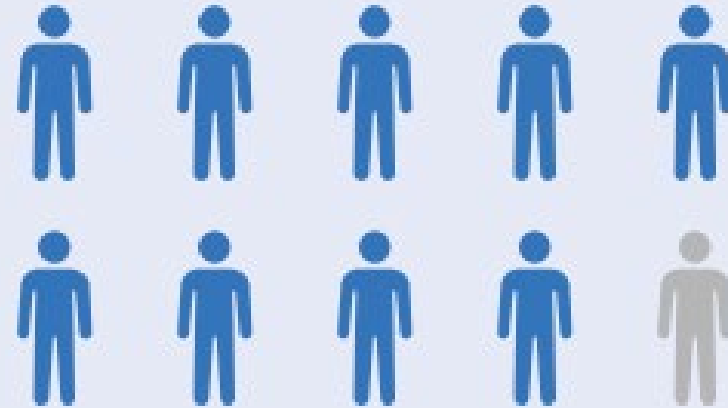
- **Communication** (48%)
- The organization's trust in employees (45%)
- A shift to remote work (44%)

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Pay Equity and Pay Transparency



Less than half
of HR professionals say their
organization is transparent
with employees about how
pay decisions are made.



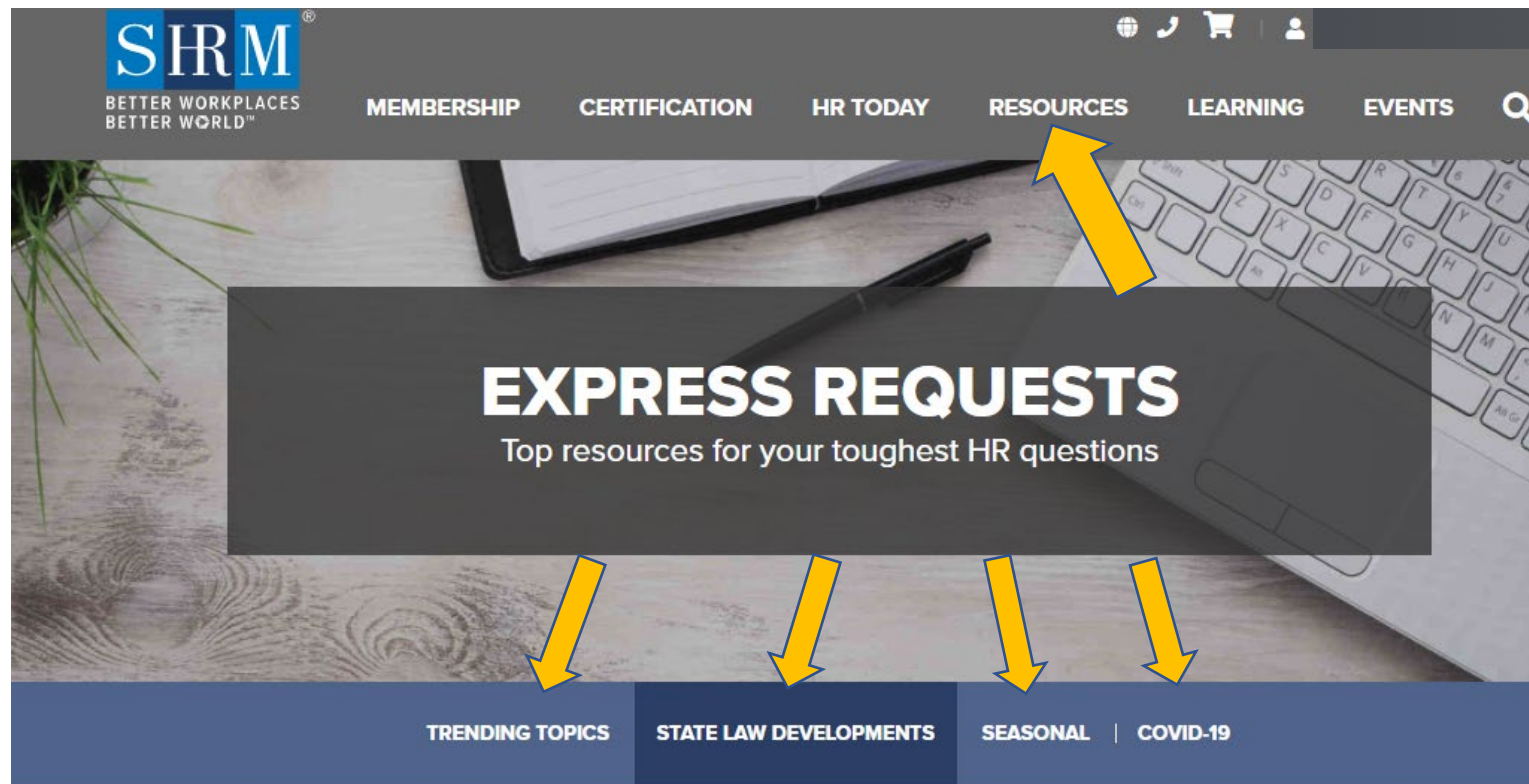
But more than
9 in 10
think it is important for
organizations to be
transparent on this issue.

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How can SHRM help YOU?



EXPRESS REQUEST



State Law Developments

Trying to keep up with the ever-changing state and local laws can be challenging. Check out the most recent state law changes below.

Additionally, visit the SHRMStore to learn about SHRM's state and federal [Labor Law Poster](#) services.

- [2022 State Minimum Wage Charts](#)
- [California Enacts New Laws for 2022 \(Roundups\)](#)
- [California Pay-Data Reporting \(by 4/1/22\)](#)
- [California Reinstates COVID Sick Leave](#)
- [Minnesota Expands Lactation and Pregnancy Protections \(1/1/22\)](#)
- [Missouri Victims Economic Safety and Security Act \(notice due by 10/27/21\)](#)
- [Montana Protects Off-Duty Marijuana Use](#)

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Ask a SHRM HR Knowledge Advisor

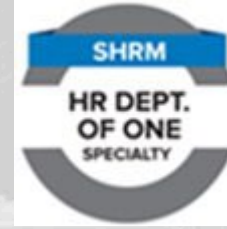
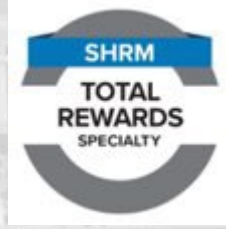
Get expert help on a wide range of HR topics.

Access experienced, certified HR Knowledge Advisors
by phone, live chat and email
for up to 15 requests each membership year.

[800.283.7476 \(opt. 5\)](tel:800.283.7476)

www.shrm.org/hrhelp

Advisors are HR professionals with
an average of **19 years** of HR experience.



Ask An Advisor Service

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MEMBERSHIP CERTIFICATION HR TODAY **RESOURCES** LEARNING EVENTS

HR TOPICS

- Behavioral Competencies
- Benefits
- California Resources
- Compensation
- Diversity & Inclusion
- Employee Relations
- Global HR
- Labor Relations
- Organizational & Employee Development
- Talent Acquisition
- Technology
- Workplace Topic Resource Hubs

LEGAL & COMPLIANCE

- Employment Law
- State & Local Updates
- Workplace Immigration

RESOURCES FOR

- Executives
- HR Professionals
- People Managers
- Students / Emerging Professionals

BUSINESS SOLUTIONS

- SHRM Business Solutions

TOOLS & SAMPLES

- Employee Handbooks
- Express Requests
- How-To Guides
- HR Forms & Checklists
- HR Q&As
- Interview Questions
- Interactive Tools
- Job Descriptions
- Policies
- Presentations
- Toolkits
- Sponsor White Papers

ASK AN ADVISOR

Need help with a specific HR issue like coronavirus or FLSA?
Members can get help with HR questions via phone, chat or email.

CONTACT US

SHRM HR JOBS

Hire the best HR talent or advance your own career.

Post a Job

See All Jobs

LEARNING IS A JOURNEY.
Travel it well. Let SHRM Education be your guide.

ASK AN HR ADVISOR
Get help with your HR questions via phone, chat or email.

MAINTAIN YOUR CREDENTIAL
Earn PDCs to maintain your SHRM-CP or SHRM-SCP: explore how to use the recertification process to your maximum advantage.

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Scan to add the
Knowledge Advisors to
Your Contacts!

EXHAUSTED



STRESSED



LOST



OVERWHELMED



ALONE



ANXIOUS



How can companies be mindful of employee mental health concerns?

41%

OF EMPLOYEES REPORT
FEELING BURNED OUT FROM
THEIR WORK

45%

OF EMPLOYEES FEEL
EMOTIONALLY DRAINED FROM
THEIR WORK

What about your own mental health?

CAUSE
THE EFFECT

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SHRM Research: Navigating COVID-19
Impact of the Pandemic on Mental Health

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GAME
TIME



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GAME TIME

1. Name two of the top challenges from 2021?
2. How many Ask an Advisor requests per membership year?
3. Name the consistent ingredient in improving or worsening work culture?
4. What SHRM service provides curated resources on trending & state topics?
5. How many HR pros, out of 10, feel pay transparency is important?
6. What is the contact number for SHRM's Ask an Advisor Service?
7. What is one take away from this session?

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1. Name two of the top challenges from 2021?

2021 ORGANIZATIONAL CHALLENGES



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2. How many Ask an Advisor requests per membership year?

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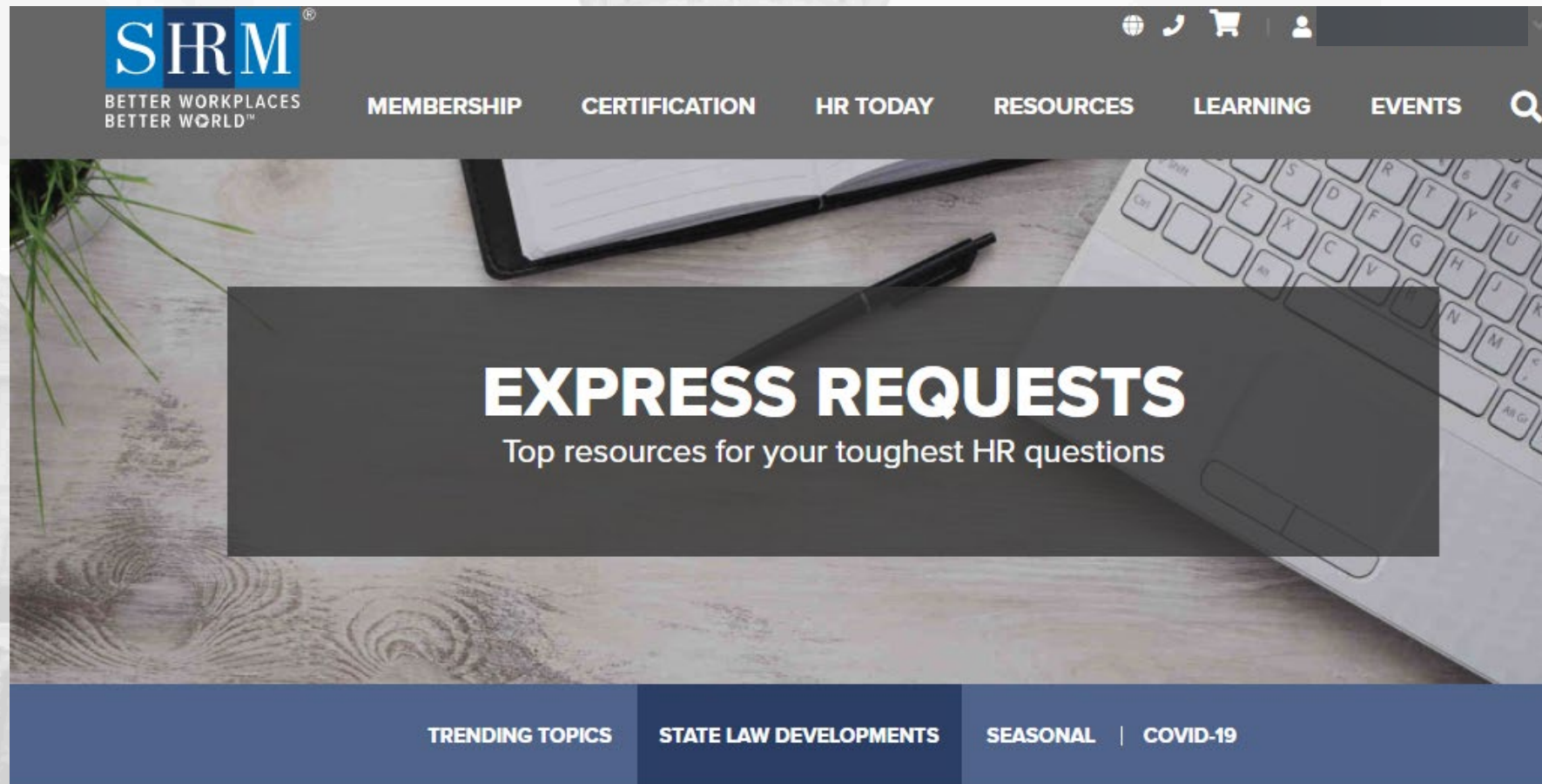
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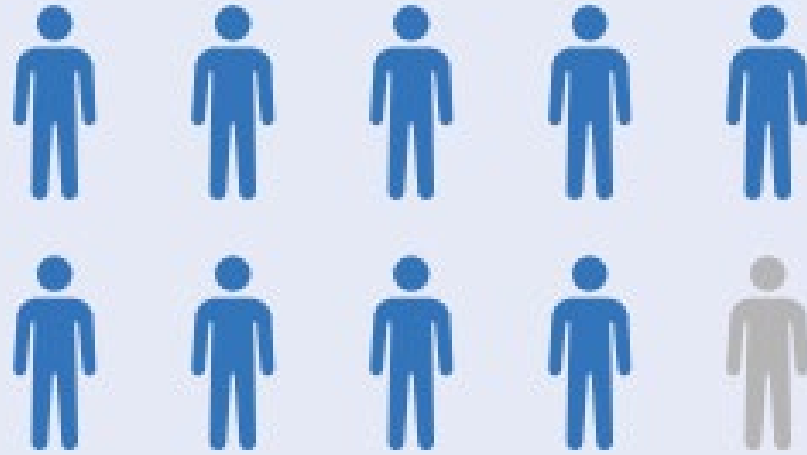
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