






BETTER WORKPLACES  
BETTER WORLD™

## WASHINGTON UPDATE & POLICY STRATEGY

# Federalism 101

# US federalism establishes three levels of government with executive, legislative, and judicial branches

Level of government	Executive	Legislative body	Judicial body
 Federal government (United States)	President	Congress: House of Representatives Senate	Supreme Court and federal courts
 State government (50 states)	Governor	State Legislature: State representatives State senators	State Supreme Court
 Local government (counties and municipalities)	Mayor	City Council	State-appointed judges

# 116<sup>th</sup> Congress Demographics

# 116<sup>th</sup> Congress: Senate

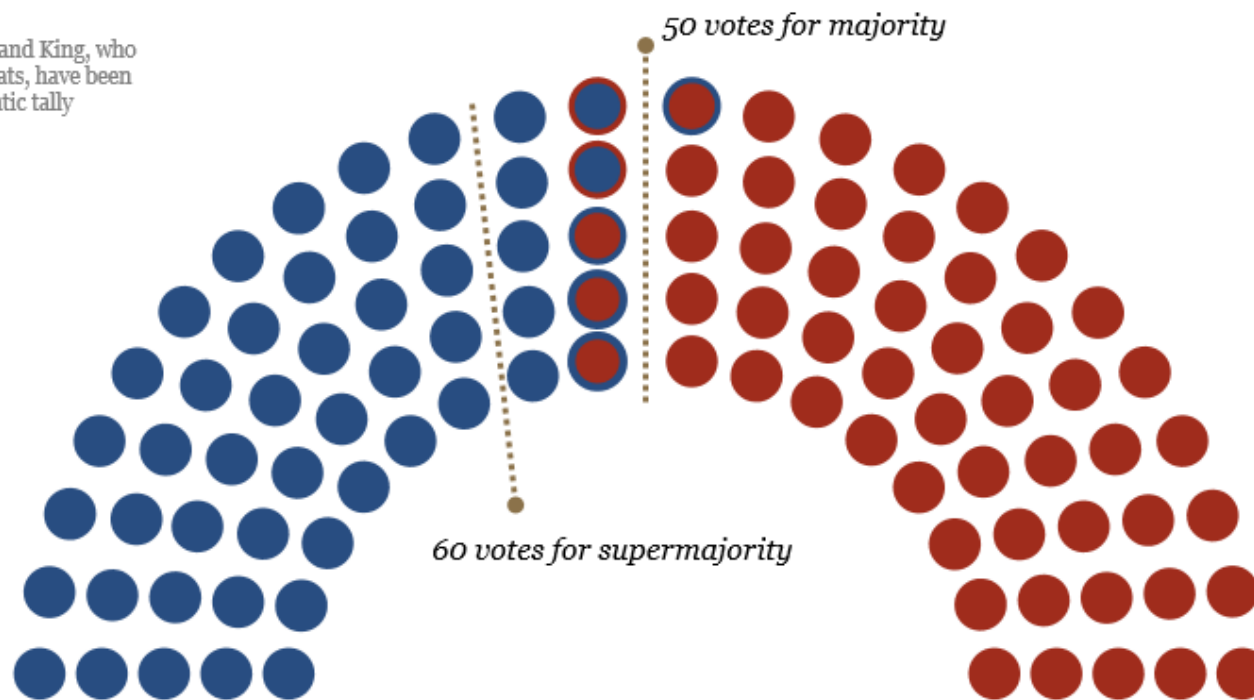
## Partisan makeup of the Senate compared to the previous Congress

● Seats flipped R to D (Total: 2)

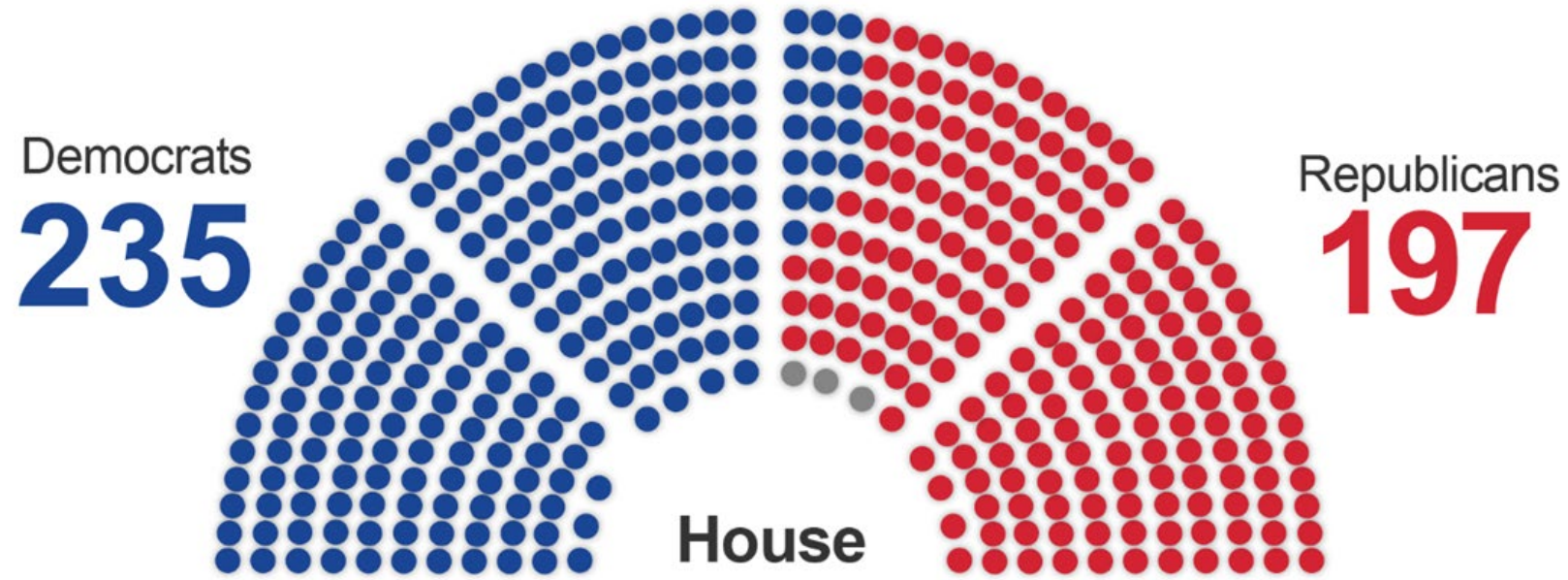
● Seats flipped D to R (Total: 4)

	115 <sup>th</sup>	116 <sup>th</sup>
Republican	51	53
Democrat	49	47
Not yet called	0	0

\*Independents Sanders and King, who caucus with the Democrats, have been included in the Democratic tally



# 116<sup>th</sup> Congress: House

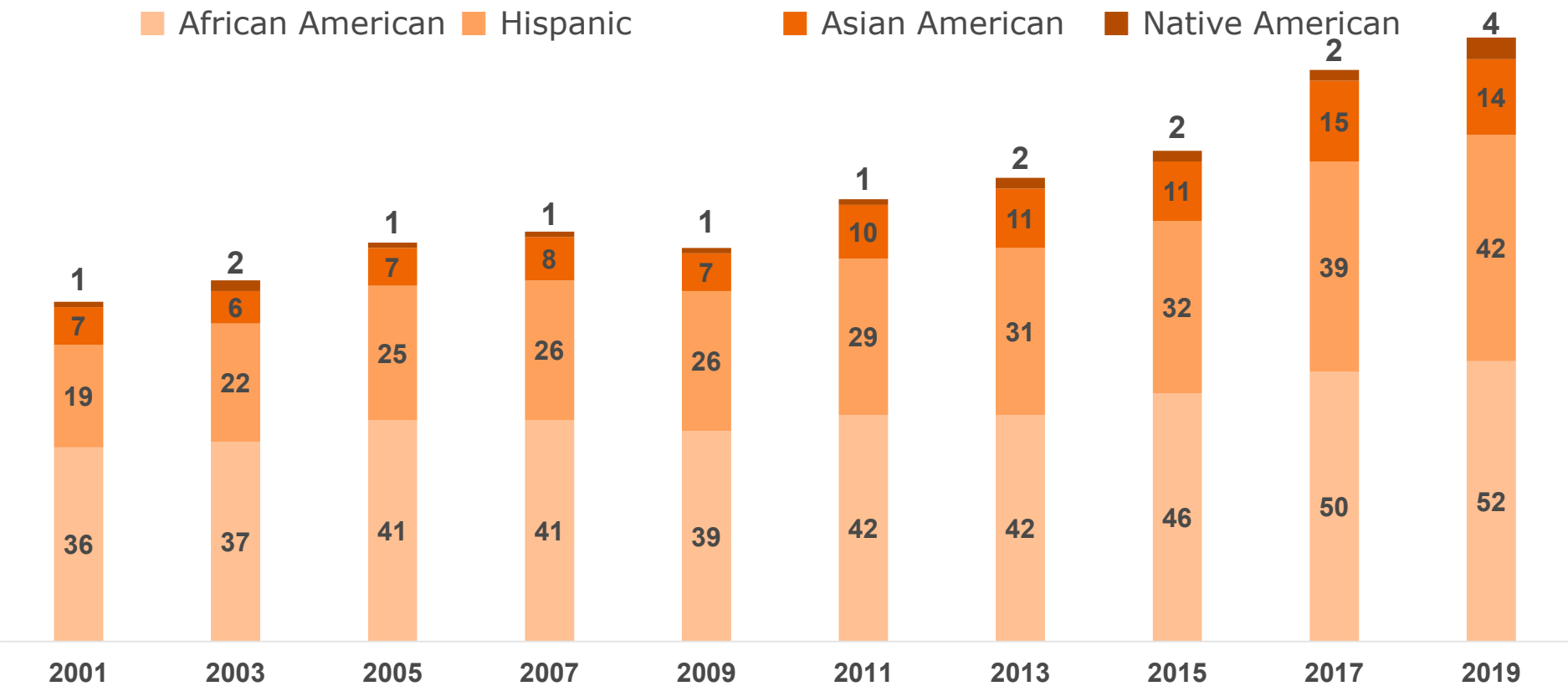


- Note: The three vacancies are in NC-3, due to the death of Rep. Walter Jones (R); NC-9, as no winner has been declared in the 2018 election; and PA-12, due to the resignation of Rep. Tom Marino (R).

**Bloomberg Government**

# The House and Senate have become more racially and ethnically diverse

Number of voting members of Congress that identify as a racial or ethnic minority, by year

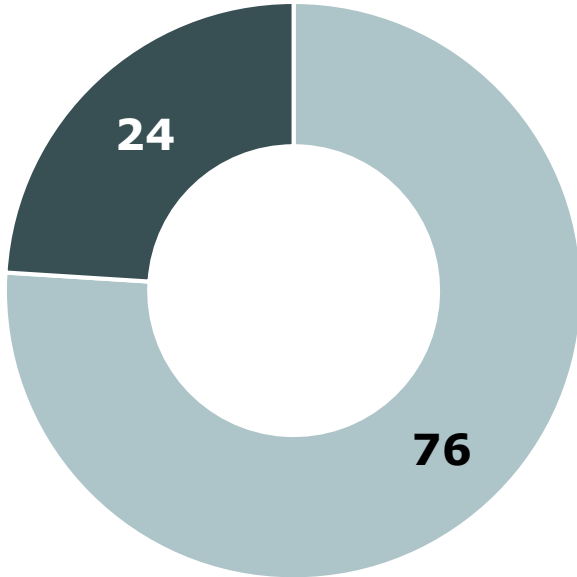


Sources: Kristen Bialik and Jens Manuel Krogstad, “115th Congress sets new high for racial, ethnic diversity,” Pew Research Center, Jan. 24, 2017; Grace Panetta and Samantha Lee, “This one graphic shows how much more diverse the House of Representatives will become in January,” Business Insider, December 4, 2018.

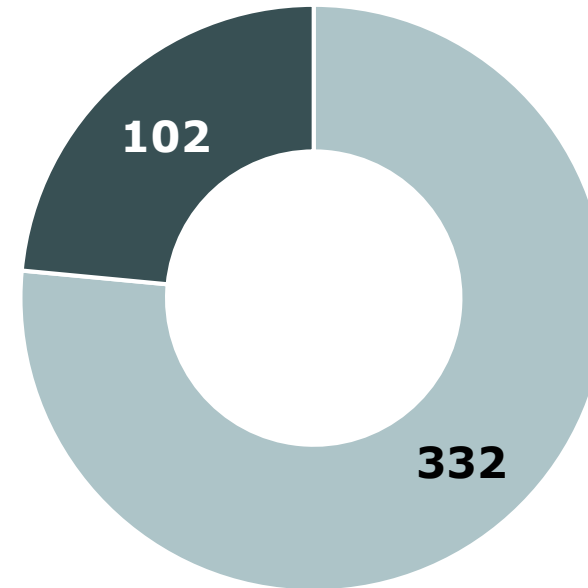
# 116th Congress (2019-2020) by gender

More women were elected this year than in any other congressional session

Senate



House



■ Female  
■ Male

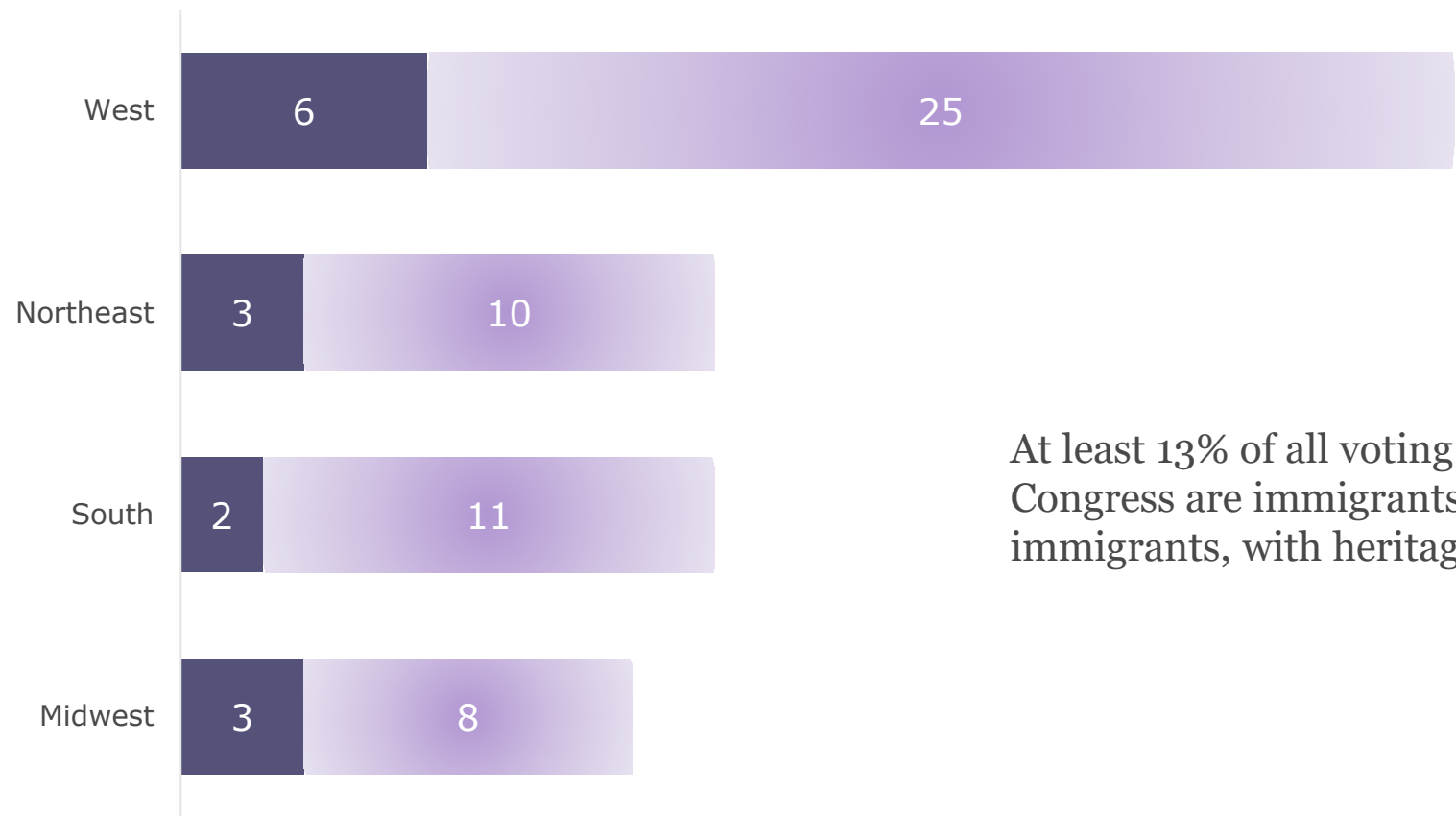
\*1 House race remains uncalled

Sources: "The Women Candidate Tracker," *Politico*. November 12, 2018.

# 24 states represented by immigrants and children of immigrants

States represented by immigrants and children of immigrants, by region

■ Immigrant   ■ Child of immigrant



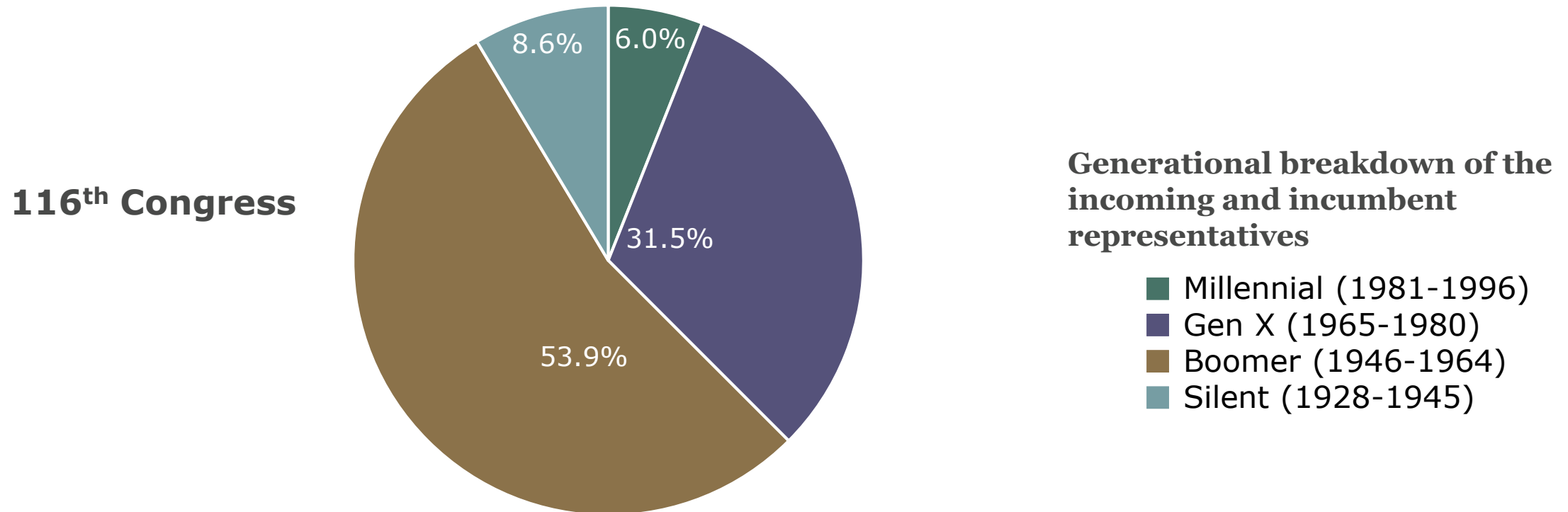
At least 13% of all voting members of the 116<sup>th</sup> Congress are immigrants or children of immigrants, with heritage in 37 countries

Sources: Abigail Geiger, “In 116<sup>th</sup> Congress, at least 13% of lawmakers are immigrants or the children of immigrants,” Pew Research Center, January 24, 2019.

# Younger generations acquired a larger share of the House in the 2018 elections

## Analysis

- The ages of the 116<sup>th</sup> Congress range from 29.2 to 85.6
- The median age of incoming House Republicans is 48.9, younger than that of continuing House Republicans (58.4)
- **The median age of incoming House Democrats is 45.8, down from the median age of continuing members (65.3)**



Sources: Drew DeSilver, "Millennials, Gen X increase their ranks in the House, especially among Democrats," Pew Research, November 21, 2018.

# Leadership in the 116<sup>th</sup> Congress

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# Majority Leadership, 116th Congress

1



**Nancy Pelosi (CA-12)**  
Speaker of the House

2



**Steny Hoyer (MD-05)**  
Majority Leader

3



**James Clyburn (SC-06)**  
Majority Whip

4



**Ben Ray Luján (NM-3)**  
Assistant Democratic Leader

5



**Hakeem Jeffries (NY-08)**  
Democratic Caucus Chair

6



**Katherine Clark (MA-05)**  
Caucus Vice Chair

7



**Cheri Bustos (IL-17)**  
DCCC Chair

8



**David Cicilline (RI-01)**  
DPCC Chair

9



**Debbie Dingell (MI-12)**  
DPCC Co-Chair

9



**Ted Lieu (CA-33)**  
DPCC Co-Chair

9



**Matt Cartwright (PA-08)**  
DPCC Co-Chair

1



**Mitch McConnell (KY)**  
Senate Majority Leader

2



**John Thune (SD)**  
Majority Whip

3



**John Barrasso (WY)**  
Conference Chair

4



**Roy Blunt (MO)**  
Policy Committee Chair

5



**Todd Young (IN)**  
NRSC Chair

Sources: House.gov; Open Secrets, The Center for Responsive Politics, 2018.

# Minority Leadership, 116th Congress

1



**Kevin McCarthy (CA-23)**  
Minority Leader

2



**Steve Scalise (LA-01)**  
Minority Whip

3



**Liz Cheney (WY-AL)**  
GOP Conference Chair

4



**Gary Palmer (AL-06)**  
Policy Committee Chair

5



**Tom Emmer (MN-06)**  
NRCC Chair

1



**Chuck Schumer (NY)**  
Senate Minority Leader

2



**Dick Durbin (IL)**  
Minority Whip

3



**Patty Murray (WA)**  
Assistant Democratic Leader

4



**Debbie Stabenow (MI)**  
Policy Committee Chair

5



**Catherine Cortez Masto (NV)**  
DSCC Chair

Sources: House.gov; Open Secrets, The Center for Responsive Politics, 2018.

# 2020 Election Preview

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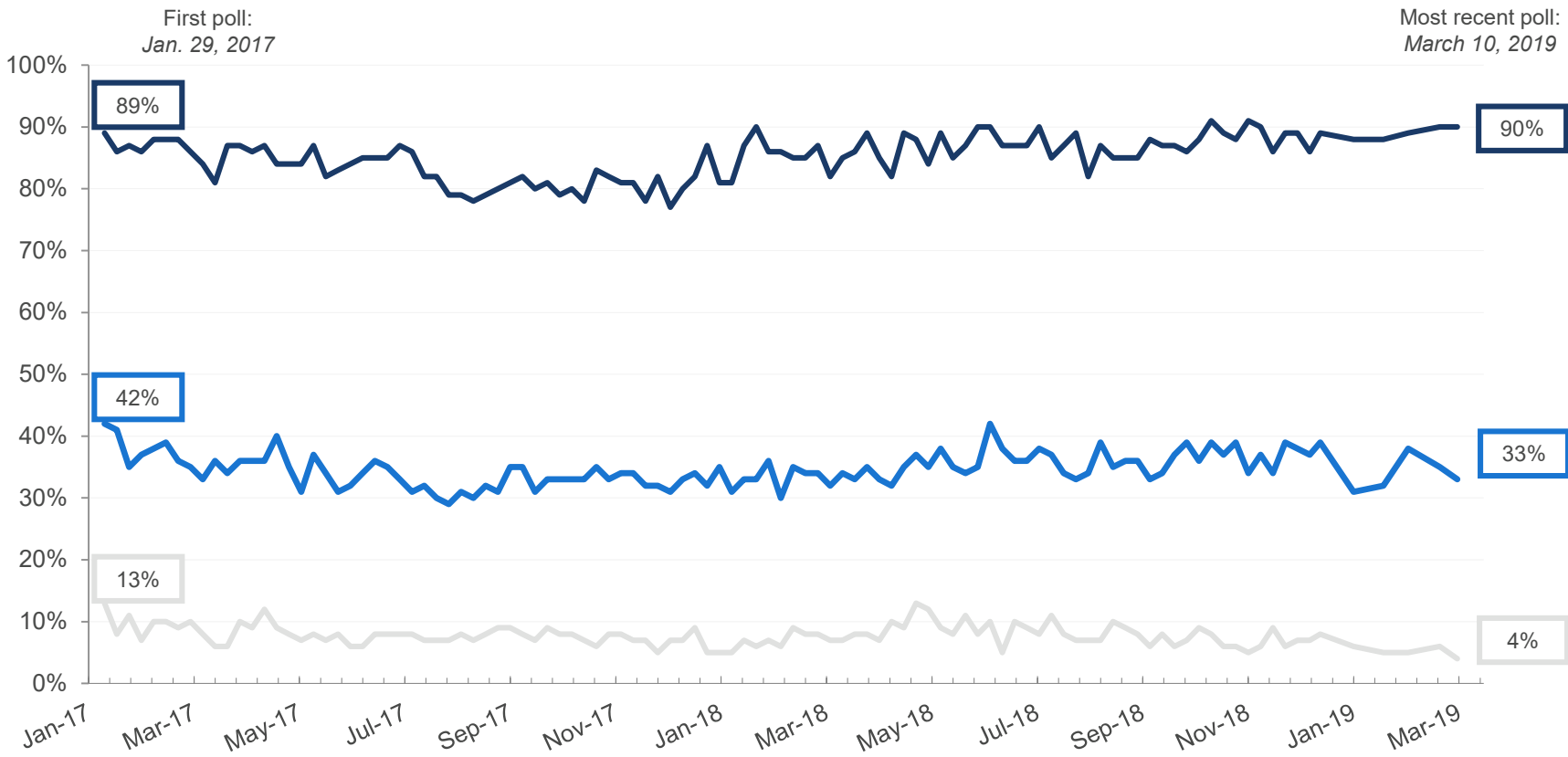


# President's approval rating among independents has increased since January, remains very high among Republicans

## Approval ratings by party since inauguration

1,500 ADULTS

■ Republicans ■ Democrats ■ Independents



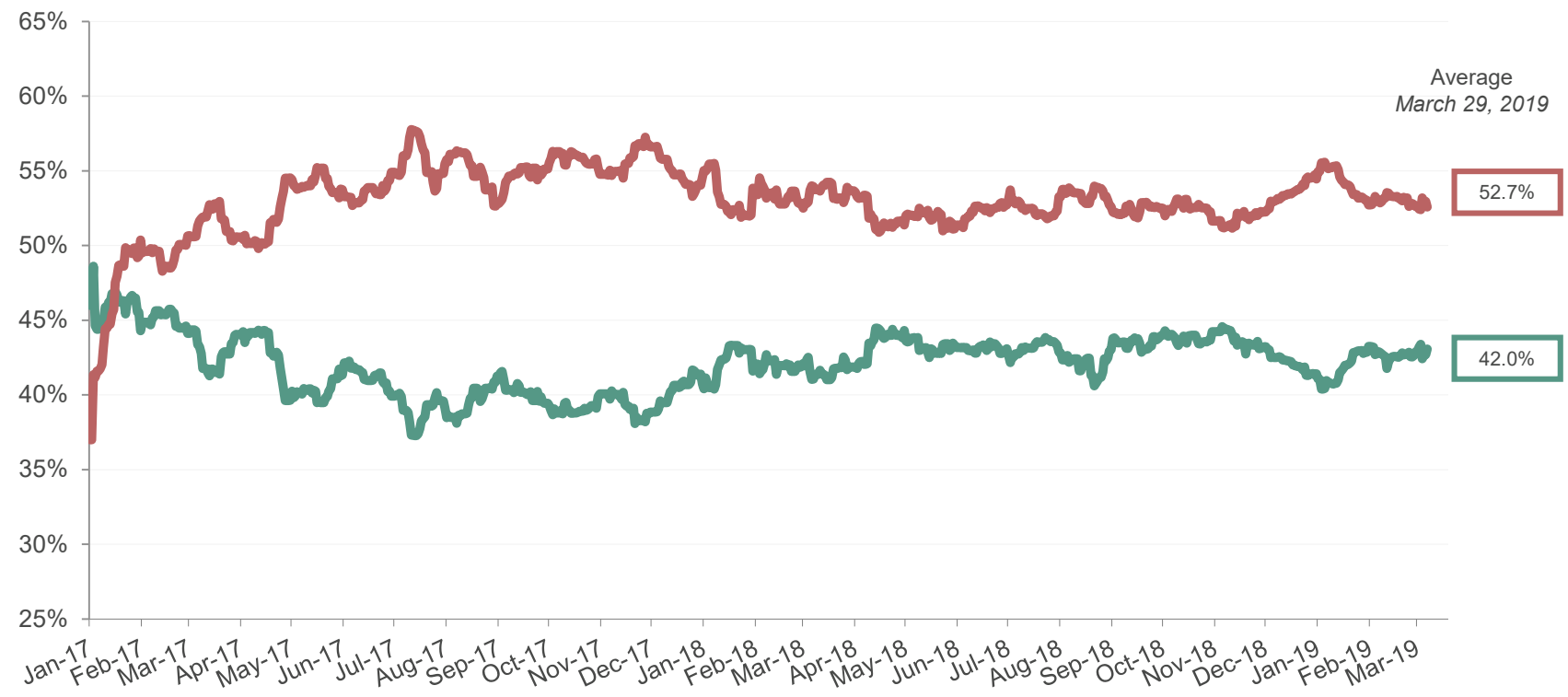
Source: Gallup, 2019.

# President's overall approval rating has hovered in the low-40% range, with over 50% consistently disapproving

## Approval ratings by party since inauguration

FIVETHIRTYEIGHT POLLSTER AGGREGATE

■ Approve ■ Disapprove

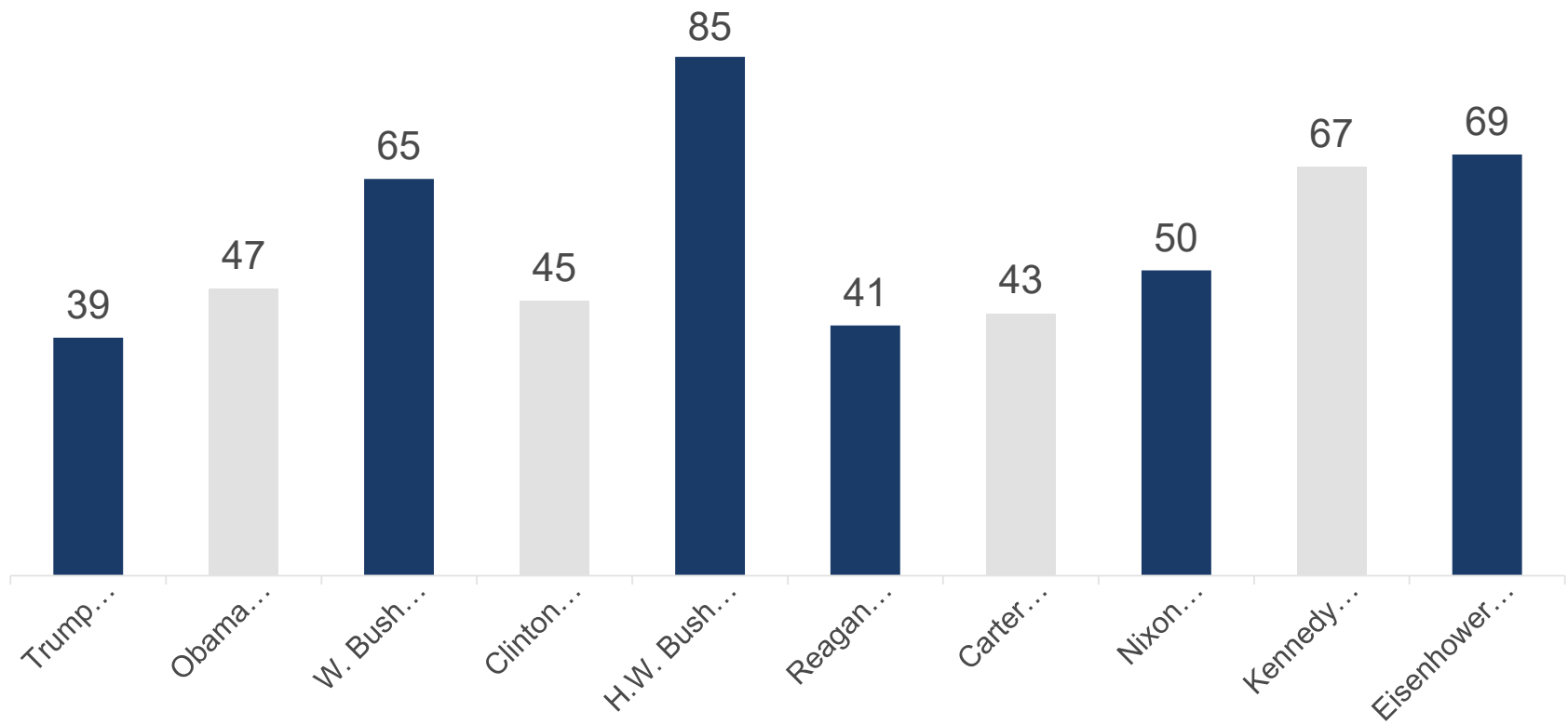


Source: FiveThirtyEight, "How popular is Donald Trump?" 2019.

# President's approval numbers are below those of recent presidents at this point in their presidencies

## Gallup comparative presidential approval ratings

IN MARCH OF EACH PRESIDENT'S THIRD YEAR



Source: Gallup, 2019.

## President's approval rating in key 2020 swing states hovers around 44% approval

State	Cook Electoral College rating	Morning Consult Trump approval/disapproval (Feb. '19)	Gallup Trump approval/disapproval (2018 aggregate)	Electoral College votes
Minnesota	Lean Democratic	39%/57%	39%/57%	10
Florida	Toss Up	47%/49%	43%/51%	29
Pennsylvania	Toss Up	45%/52%	42%/54%	20
Michigan	Toss Up	40%/55%	42%/54%	16
Arizona	Toss Up	45%/51%	43%/52%	11
Wisconsin	Toss Up	41%/55%	42%/53%	10
Georgia	Lean Republican	47%/48%	44%/52%	16
North Carolina	Lean Republican	48%/48%	45%/50%	15

Sources: "Tracking Trump," *Morning Consult*. Updated Feb. 6, 2019; Jeffrey M. Jones, "Trump Job Approval 50% or Higher in 17 States in 2018," *Gallup*. Feb. 22, 2019; "2020 Electoral College Ratings," *Cook Political Report*. Jan. 9, 2019.

## Democratic candidates who have declared a run for president or announced an exploratory committee

Candidate	Party	Date of declaration	Current occupation
Andrew Yang	D	11/6/17	Entrepreneur
John Delaney	D	7/28/17	Former member of Congress (D-MD-6)
Elizabeth Warren	D	12/31/18	U.S. Senator (D-MA)
Tulsi Gabbard	D	1/11/19	Member of Congress (D-HI-2)
Julián Castro	D	1/12/19	Former HUD Secretary
Kirsten Gillibrand	D	1/15/19	U.S. Senator (D-NY)
Kamala Harris	D	1/21/19	U.S. Senator (D-CA)
Pete Buttigieg*	D	1/23/19	Mayor of South Bend, IN
Marianne Williamson	D	1/28/19	Activist, author and entrepreneur
Cory Booker	D	2/1/19	U.S. Senator (D-NJ)
Amy Klobuchar	D	2/10/19	U.S. Senator (D-MN)
Bernie Sanders	D	2/19/19	U.S. Senator (I-VT)
Jay Inslee	D	3/1/19	Governor of Washington
John Hickenlooper	D	3/4/19	Former governor of Colorado
Beto O'Rourke	D	3/14/19	Former member of Congress (D-TX-16)

# The Hotline's power ranking of 2020 Democratic presidential contenders Top 5

## Sen. Elizabeth Warren (D-MA)

- Has recruited a high-quality campaign staff, including a communications director who is a former top Harry Reid aide; this could help in the Nevada caucuses
- Has a potential edge in New Hampshire as a Mass. senator

## Sen. Bernie Sanders (I-VT)

- Has strong name recognition from his 2016 presidential campaign
- His 2016 campaign faces a controversy surrounding sexual harassment allegations among its campaign workers

## Sen. Kamala Harris (D-CA)

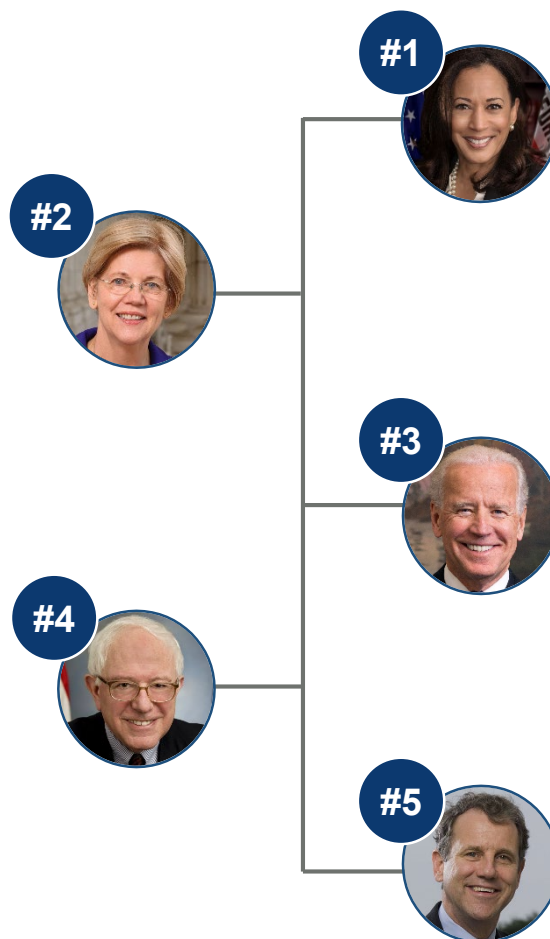
- Campaign kickoff attracted 20,000 supporters, and her nationally televised CNN town hall set a viewership record
- Holds both pragmatist and progressive ideologies

## Former Vice President Joe Biden

- Strong name recognition from a lifetime in politics would give him an early advantage
- Passed on a run in 2016 and is currently considering a run for 2020
- May appeal to non-liberal Democratic voters

## Sen. Sherrod Brown (D-OH)

- Holds protectionist views on trade and reliably liberal views on every other issue
- Opposes “Medicare-for all,” instead favoring a more gradual approach to reform
- Represents a state won by Trump by 8 points and could have rare crossover appeal



Updated February 6, 2019

Sources: Kyle Trygstad, Hanna Trudo, Josh Kraushaar and Matt Holt, “Hotline’s 2020 Power Rankings,” *National Journal*, February 5, 2019.

# Oversight

# Key takeaways on Attorney General Barr's letter to Congress

1

## Russia did interfere in the 2016 presidential election

- Mueller's report details two entities that were primarily responsible for the interference in the 2016 elections: the Internet Research Agency (IRA) and Russian government actors
- The report confirms the findings of the US intelligence community that the Russian government hacked into computers in order to release damaging information that would sway the results of the election

2

## But, the Trump Campaign did not conspire or coordinate with Russia

- Barr directly quotes the Mueller report in his statement that there is no evidence of collusion with Russia: "The investigation did not establish that members of the Trump Campaign conspired or coordinated with the Russian government in its election interference activities."

3

## Mueller declined to draw a conclusion on whether or not Trump obstructed justice

- Mueller leaves the question of obstruction of justice ambiguous, and lays out both sides of the "difficult issues" concerning Trump's intent and actions
- "While this report does not conclude that the President committed a crime, it also does not exonerate him"

4

## Barr concluded that Trump did not obstruct justice

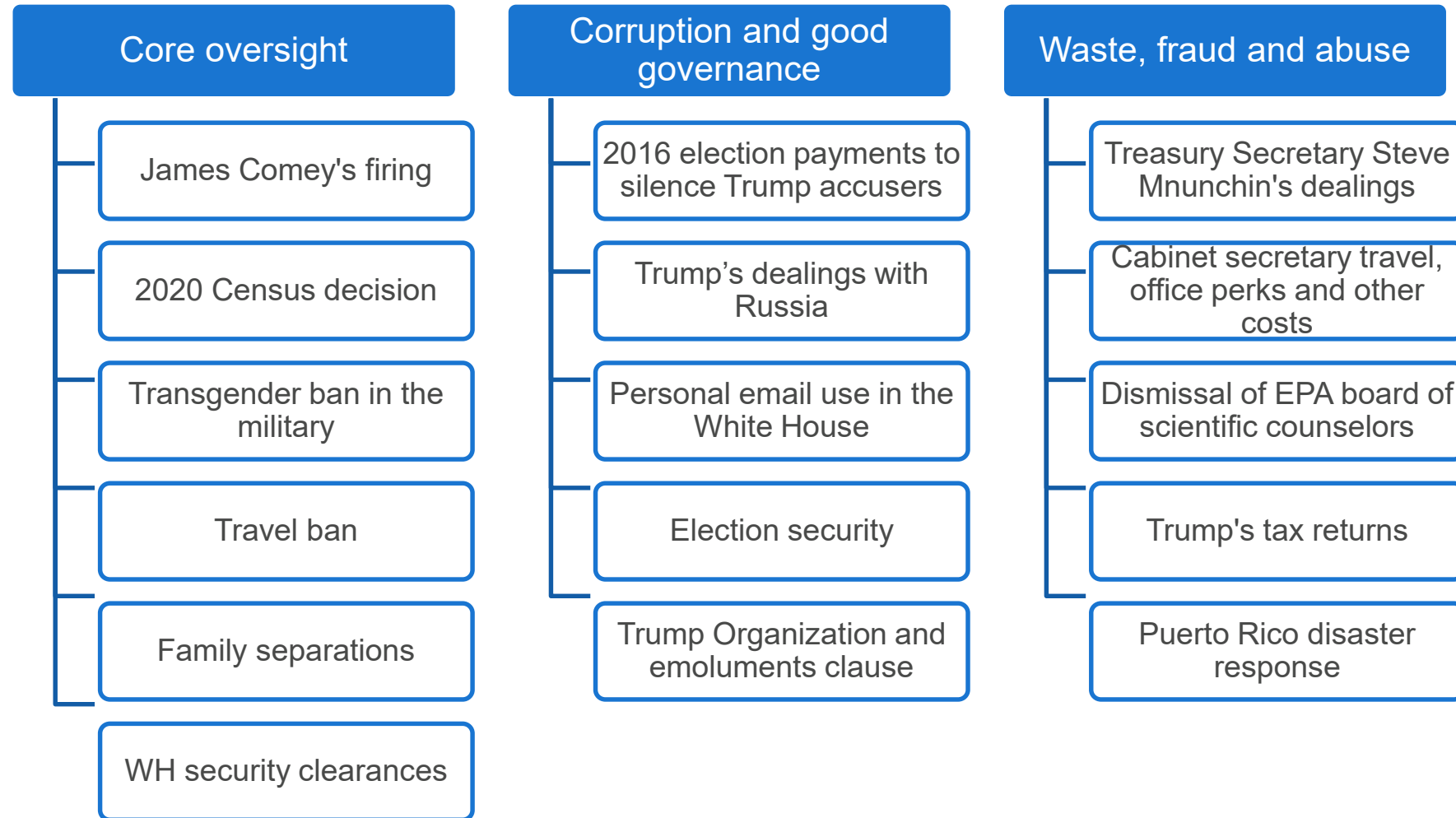
- Attorney General Barr and Deputy Attorney General Rod Rosenstein reviewed Mueller's final report and concluded that "the evidence developed during the Special Counsel's investigation is not sufficient to establish that the President committed an obstruction-of-justice offense"

5

## More details from the report will be released in the future

- Barr acknowledges the public's interest in the report's findings, and states that his intent is to "release as much of the Special Counsel's report as I can consistent with applicable law, regulations, and Departmental policies"

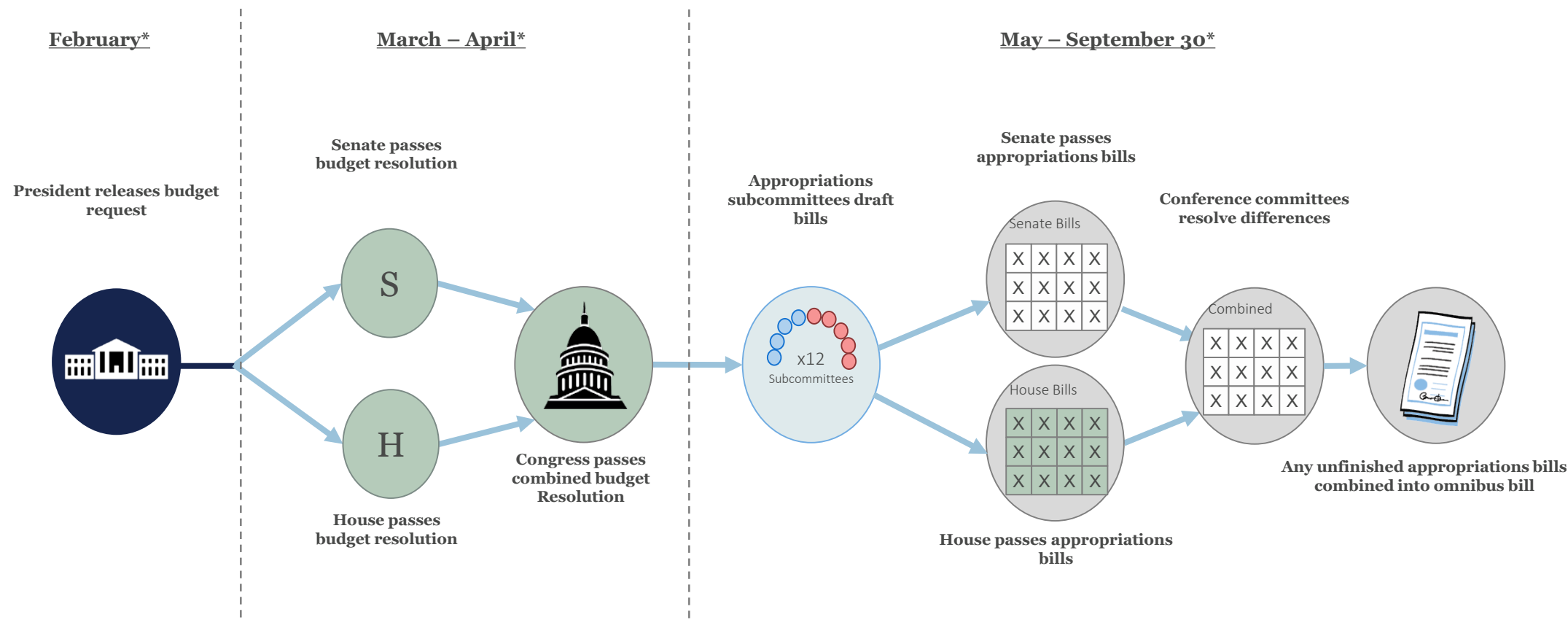
# Potential investigations in a Democrat-controlled House



Sources: Paul Blumental. "Here are the 52 investigations that Democrats plan if they win the midterms." *Huffington Post*. August 24, 2018; Jonathan Swan. "Scoop: Republicans secretly study their coming hell." *Axios*. August 26, 2018.

# FY2020 Budget

# Congressional budget process flowchart



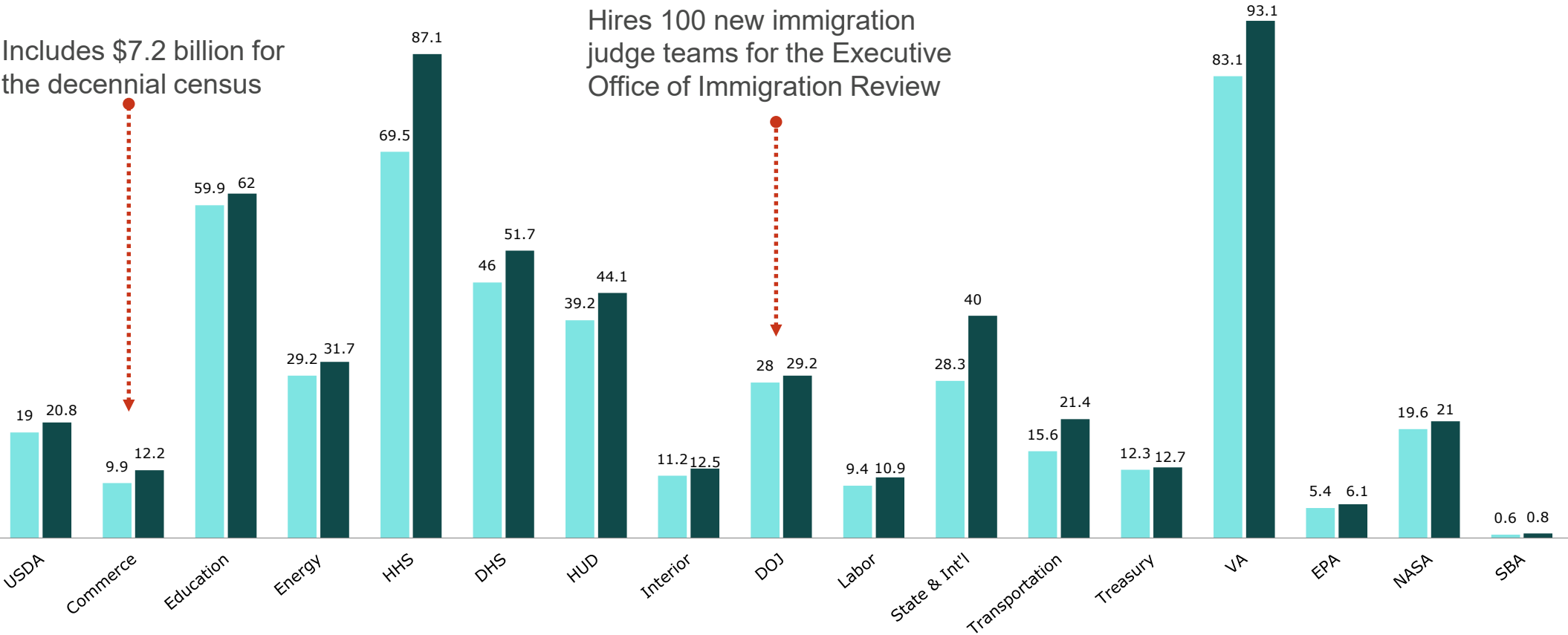
\*Denotes the pace of the process under "regular order"

Sources: Congress.gov

# President's FY2020 budget request is bigger for all agencies than his FY2019 request

IN BILLIONS OF DOLLARS

FY19 request    FY20 request

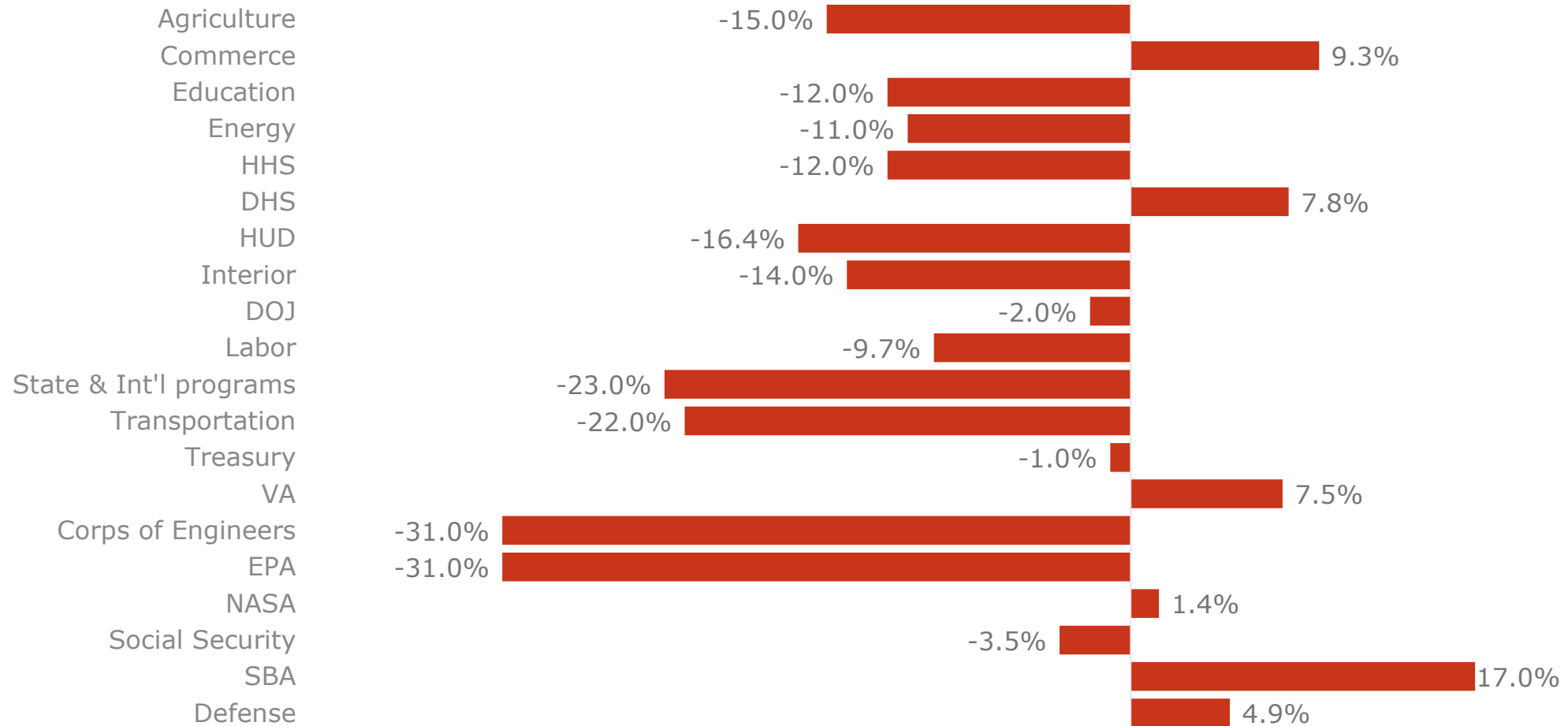


Sources: "A Budget for a Better America," White House, 2019.

Slide last updated on: March 11, 2019

# President's FY 20 Budget calls for cuts to every agency except Commerce, Homeland Security, the VA, SBA & Defense

PERCENT CHANGE FROM FY19 ESTIMATED OR ENACTED FUNDING



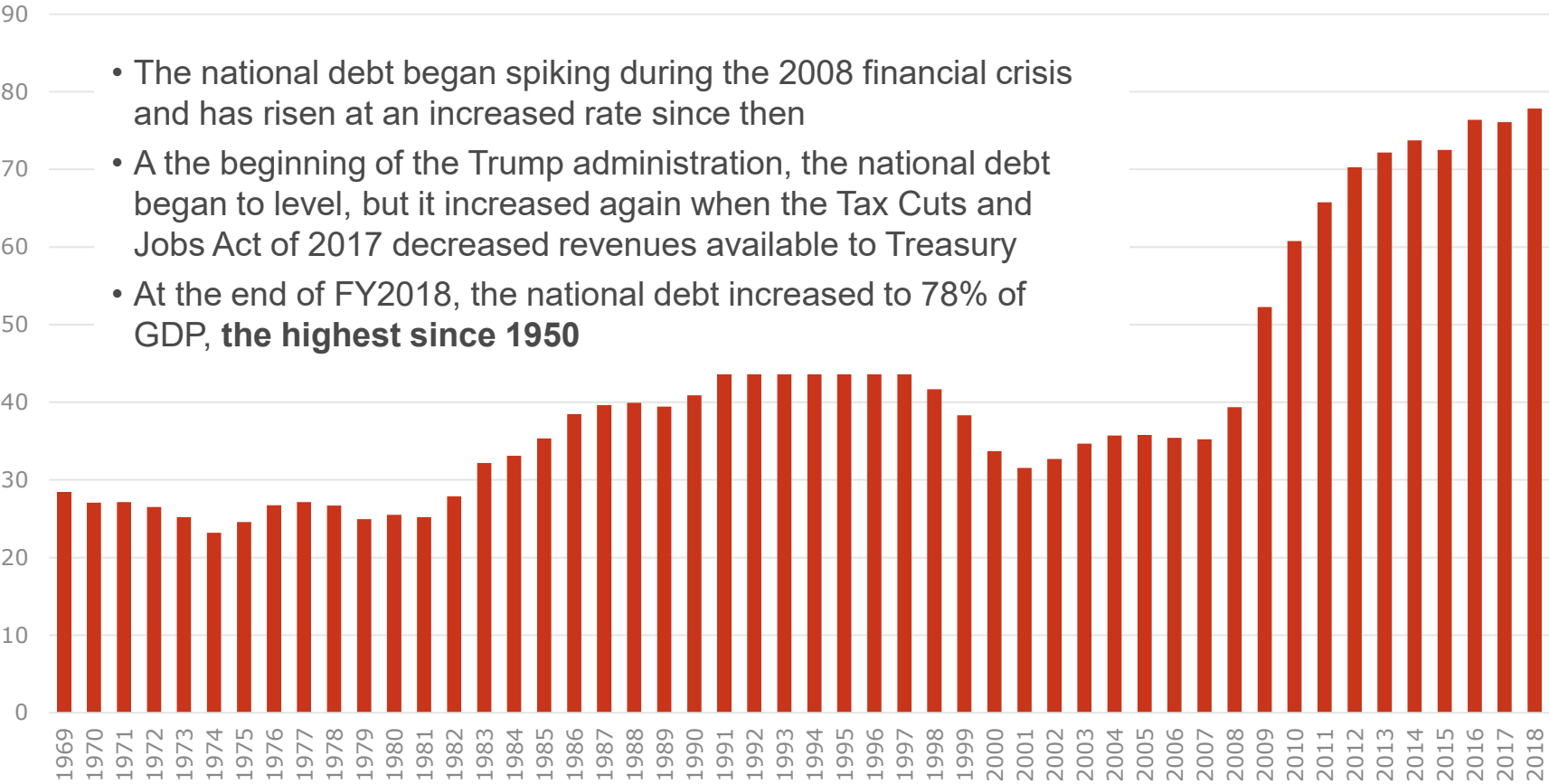
Sources: "A Budget for a Better America," White House, 2019.

Slide last updated on: March 11, 2019

# At the end of February 2019, the US national debt amounted to over \$22 trillion

## Debt held by public, as percentage of GDP

CONGRESSIONAL BUDGET OFFICE

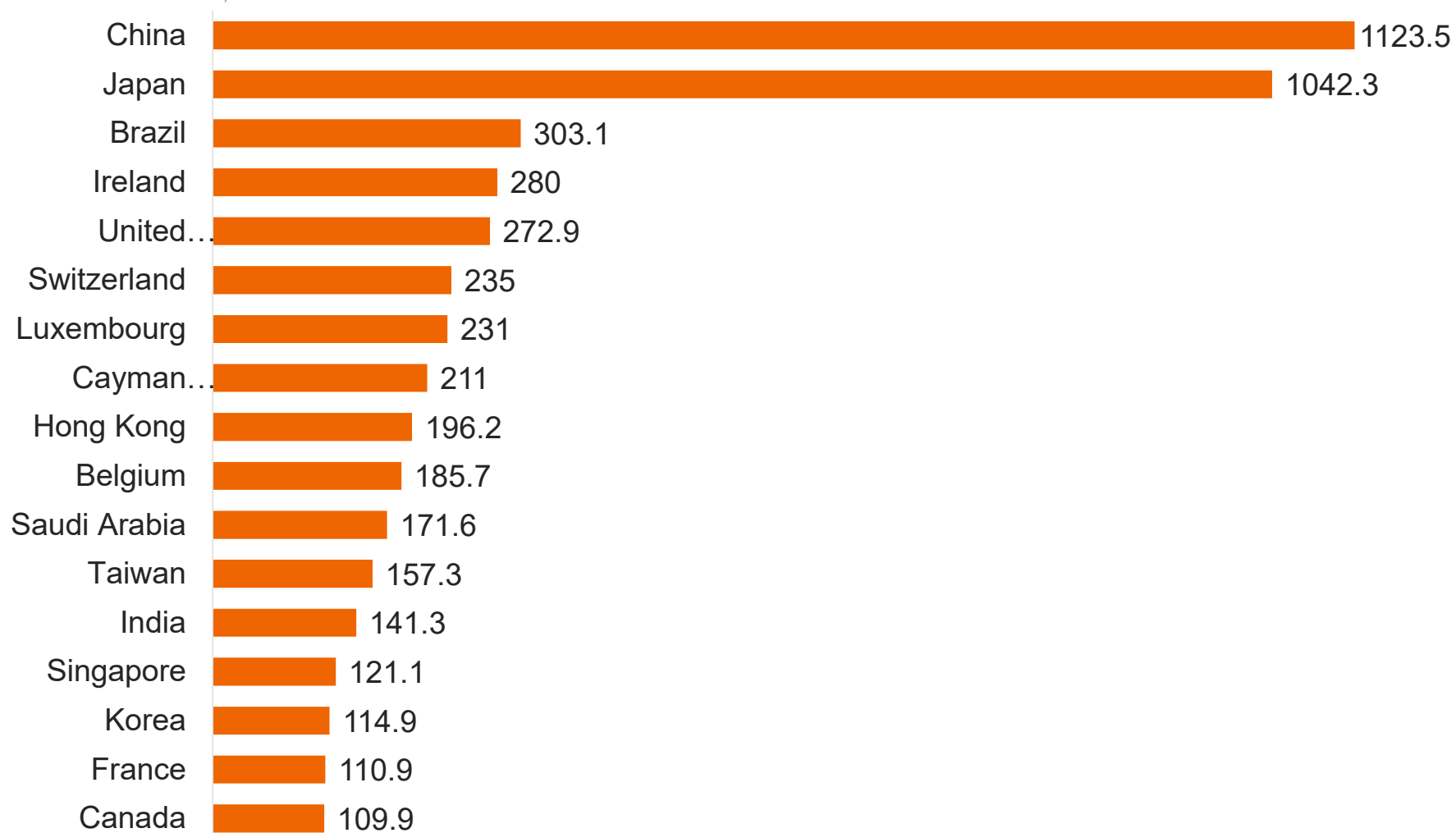


- The national debt began spiking during the 2008 financial crisis and has risen at an increased rate since then
- At the beginning of the Trump administration, the national debt began to level, but it increased again when the Tax Cuts and Jobs Act of 2017 decreased revenues available to Treasury
- At the end of FY2018, the national debt increased to 78% of GDP, the highest since 1950

Sources: Congressional Budget Office, "Options for Reducing the Deficit: 2019 to 2028," December 2018; Congressional Budget Office, "Federal Debt and Statutory Limit, February 2019," February 2019; Congressional Budget Office, "Historical Budget Data, January 2019; Treasury direct, "Debt Subject to Limit," last updated February 27, 2019; Lydia DePillis, "US national debt rises \$2 trillion under Trump," CNN Business, January, 2019.

# China and Japan are the leading foreign holders of US debt

IN BILLIONS OF DOLLARS, DECEMBER 2018

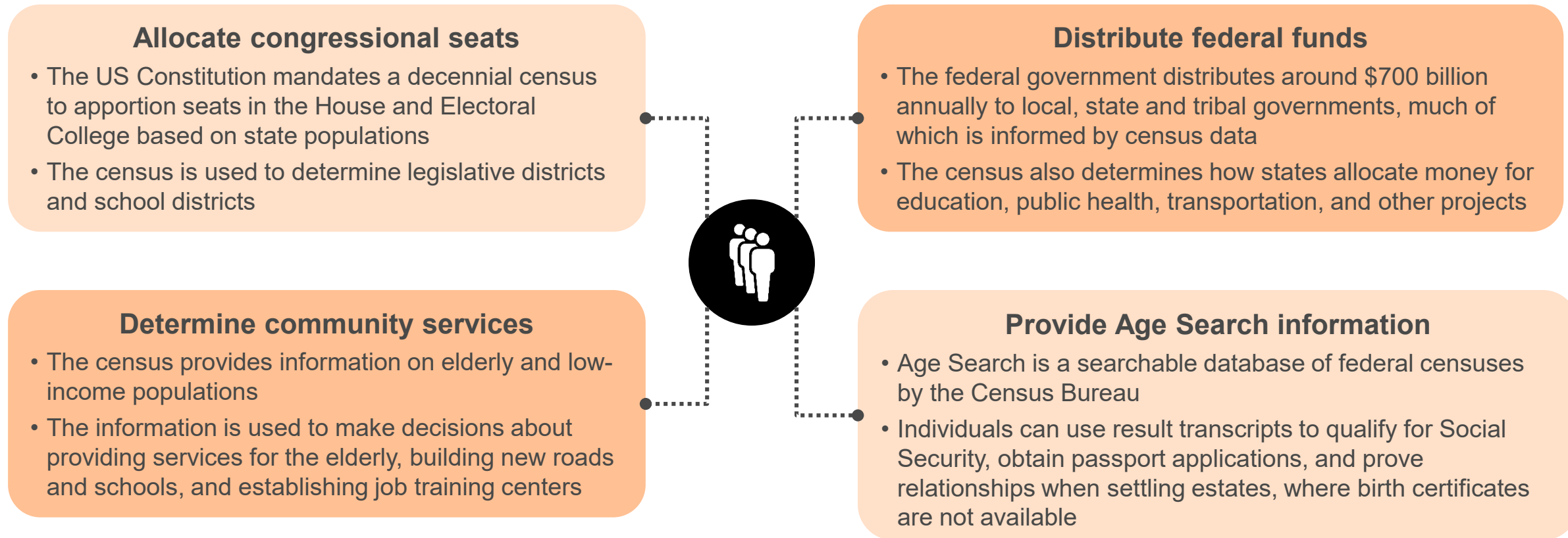


Sources: Treasury.gov, "Major foreign holders of Treasury securities," February 15, 2019.

# 2020 Census

# The decennial census determines congressional seats and the distribution of billions of dollars in federal funds

## An overview of the purpose of the U.S. census

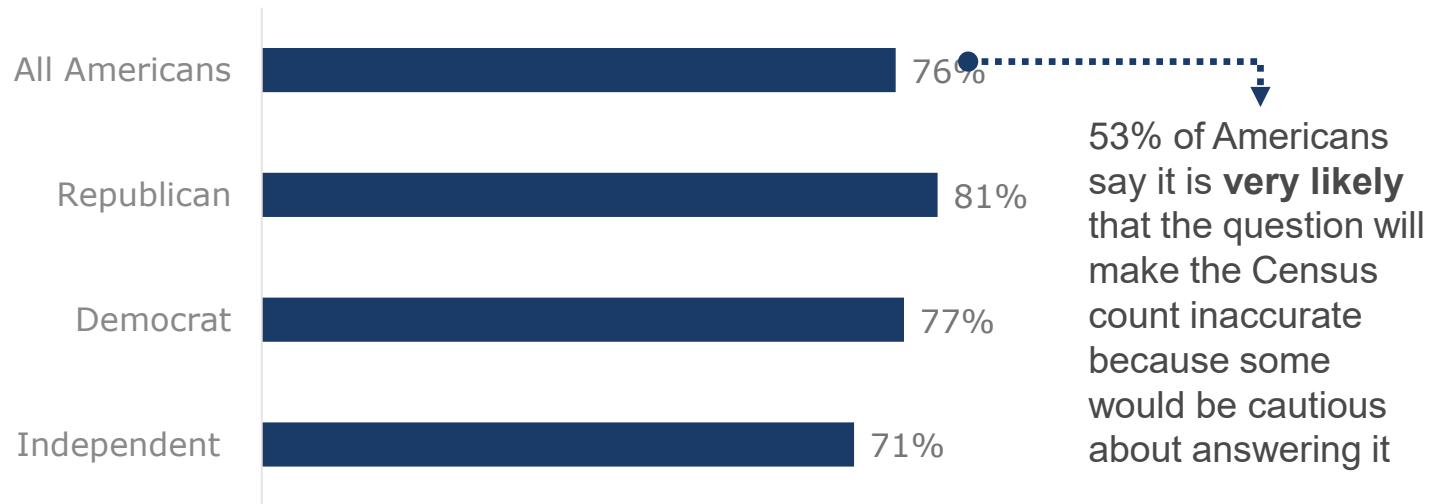


Sources: "About the Bureau," *United States Census Bureau*.

# The Citizenship Question

- Results of the census are used redraw political boundaries and to allocate federal grants and subsidies
- The Commerce Department announced in March 2018 that the 2020 Census would include a question about whether the respondent has citizenship
- The Department of Justice requested in December 2017 to include the question on citizenship, claiming that the added question could provide data that would help identify potential violations of the Voting Rights Act, which protects minority population voting rights

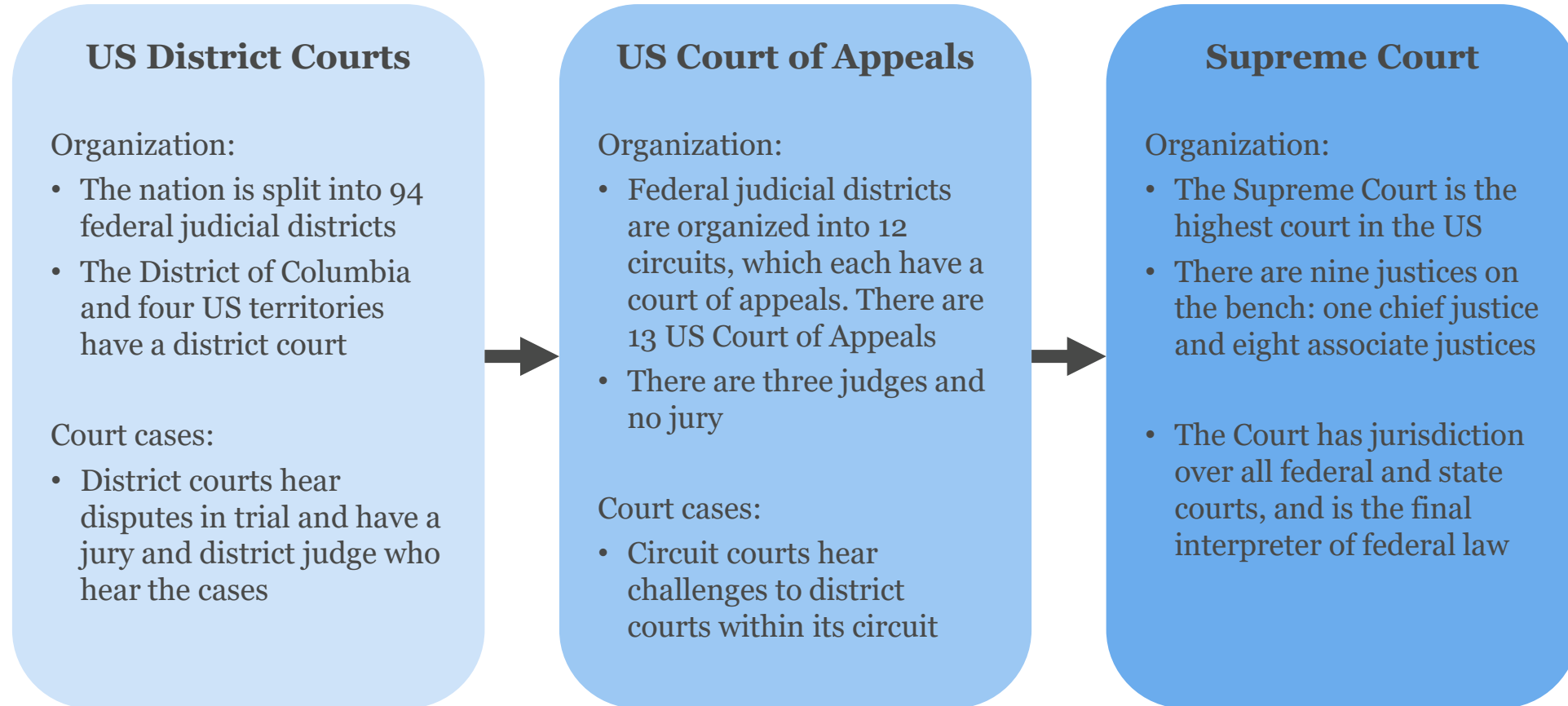
## 76% of all Americans believe that the inclusion of a citizenship question in the 2020 Census will make the count inaccurate



Sources: Kriston Capps, "The Census Will Add a Citizenship Question. What Happens Next?" *CityLab*. March 27, 2018; Kriston Capps, "Mapping the Threat of a Census Disaster in 2020," *CityLab*. March 30, 2018.

# Federal Judiciary

# Overview of the Article III Courts



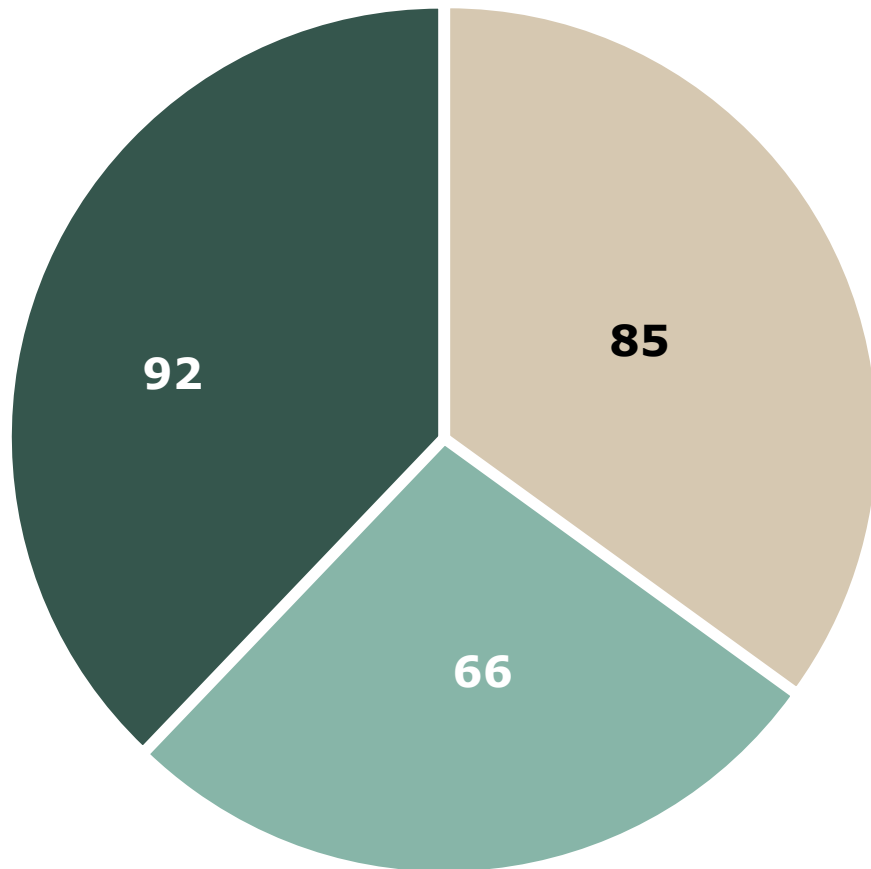
**The three courts listed here are Article III courts, meaning that they are federal courts established under Article III of the US Constitution and have lifetime appointments**

# The President inherited 108 vacant judiciary seats to fill at the beginning of his presidency

## Status of key positions requiring Senate confirmation

AS OF MARCH 28, 2019

■ No nominee   ■ Awaiting confirmation   ■ Confirmed



**92** federal judges confirmed while **85** seats remain vacant without a nominee

As of March 28, 2019:

**194** judiciary positions have opened up during Trump's presidency and either remain vacant or have been filled

Total:

**302 potential Trump nominations**

*\*All of President Trump's nominees were returned at the end of the 115<sup>th</sup> Congress*

Sources: United States Courts; Federal Judicial Center

Alice Johnson | Slide last updated on: March 28, 2019

# Agencies

# Department of Labor Overview

**MISSION:** To foster, promote, and develop the welfare of the wage earners, job seekers, and retirees of the United States; improve working conditions; advance opportunities for profitable employment; and assure work-related benefits and rights.

Has regulatory authority based on over **180** federal laws, which the DOL has the responsibility to enforce. Some of the main laws that grant regulatory authority to the Department of Labor are:



The Fair Labor Standards Act



The Employee Retirement  
Income Security Act (ERISA)



The Occupational Safety and  
Health (OSH) Act

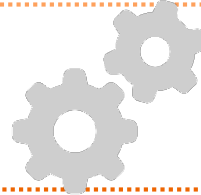


The Migrant and Seasonal  
Agricultural Worker Protection  
Act



**President Donald Trump**

*"Taxes too high, wages too high. We're not going to be able to compete against the world. ... People have to go out, they have to work really hard and they have to get into that upper stratum."*



### **Views on labor policy:**

- The Trump administration has initiated a variety of rule rollbacks, including overtime regulation and several other health and safety regulations
- Both of Trump's appointees to the Supreme Court – Neil Gorsuch and Brett Kavanaugh – have tended to side with employers over workers
- The White House's top economic advisor, Larry Kudlow, has vocally opposed increasing the federal minimum wage. However, Trump's position on minimum wage is unclear; in the primaries, he supported a minimum wage increase to \$10
- During his 2016 campaign, Trump put forth a policy proposal for six weeks of paid maternity leave for new mothers

Sources: Katie Johnston, "Under Trump, labor protections stripped away," *Boston Globe*, September 3, 2018; Jeff Stein, "President Trump's top economic adviser: 'A federal minimum wage is a terrible idea. A terrible idea,'" *The Washington Post*, Nov. 1, 2018; Tom Kludt, "Donald Trump says he'd support a \$10 minimum wage," *CNN*, July 27, 2016; Megan Sholar, "Donald Trump and Hillary Clinton both support paid family leave. That's a breakthrough," *The Washington Post*, Sept. 22, 2016.

# Equal Employment Opportunity Commission (EEOC)



Acting Chair Victoria Lipnic



Commissioner Charlotte Burrows

- EEOC unable to move forward with rulemaking due to staffing. Only 2 of 5 seats currently filled.
- Wellness Rules – How wellness plans can be designed under Genetic Information Nondiscrimination Act (GINA) and Americans with Disabilities Act (ADA). Obama era rule challenged in court and sent back to EEOC for revision.
- Regulatory agenda lists aspirational date of June 2019 for a revised rule.

# SHRM POLICY AGENDA

2019-2020



**POLICY  
ELITES**

**BUSINESS  
ELITES**

**HR  
ELITES**

**ELEVATE  
HR**

## Better Workplaces. Better World.



### Workplace Flexibility & Leave

- ✓ Scheduling and employer flexibility requirements
- ✓ Overtime
- ✓ Sick leave mandates
- ✓ Social insurance program
- ✓ Employer paid leave requirement
- ✓ Paid leave from Social Security
- ✓ FMLA improvements
- ✓ Tax credits



### Workplace Immigration

- ✓ Work Visas (H and J)
- ✓ E-Verify
- ✓ Trusted Employer program
- ✓ DACA



### Workplace Development

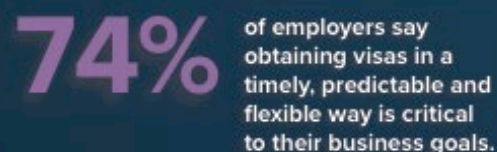
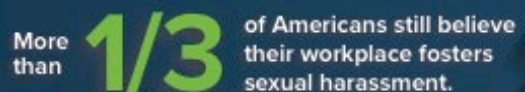
- ✓ Employer educational assistance
- ✓ Untapped talent pools: older workers, individuals with disabilities, formerly incarcerated
- ✓ Apprenticeships and job training



### Workplace Equity

- ✓ Harassment
- ✓ Compensation equity

## Why Modern Workplace Policy Matters



Got a question about workplace policy?  
We're here to help.  
[GovernmentAffairs@shrm.org](mailto:GovernmentAffairs@shrm.org)  
[shrm.org/policy](http://shrm.org/policy) #WeAreWork

## Transforming the Workplace in 2019



**HR professionals sit at the intersection of work, the worker and the workplace.**

The 300,000+ SHRM members, who represent more than 115 million employees, are calling on policymakers to work with us on policy solutions that will create better workplaces and a better world.



# Better Workplaces. Better World.

## Workforce Development

**With more jobs available than qualified applicants to fill them, workforce development policies must be a priority.**

SHRM is calling on policymakers to expand initiatives that promote the hiring of the formerly incarcerated and other untapped talent pools, such as individuals with disabilities and veterans, and expand employer-provided educational assistance.



## Workplace Equity

**From harassment-free workplaces to pay equity, SHRM is leading the way on changing workplace cultures.**

Productive workplaces have positive cultures that prevent and address harassment and preserve employers' flexibility to incentivize and reward employees, while compensating workers equitably.

## Workplace Flexibility and Leave

**SHRM champions modern proposals that incentivize employers to offer paid leave and flexibility.**

Paid leave and flexible work options help attract and maintain an engaged, productive workforce, but a fragmented patchwork of state and local leave requirements creates a compliance conundrum. Rigid government mandates stifle employer flexibility and innovation.



## Workplace Immigration

**Talent, like business, is global.**

At this time of low unemployment, employers need access to top global talent to address skills and workforce needs. SHRM advocates for a modern immigration system, including a fully electronic and integrated E-Verify system that accurately authenticates the identity of new hires to combat identity fraud and theft.

# Getting Talent Back to Work Pledge

In the immediate wake of the First Step Act becoming law, improving rehabilitation and re-entry opportunities for thousands of incarcerated men and women, leaders in the business community are uniting and **Getting Talent Back To Work**.

*Joining a coalition of diverse businesses that represents a major portion of the American workforce, I **pledge** to getting talent back to work. I commit to give opportunities to qualified people with a criminal background, deserving of a second chance.*

Because of this commitment, I will have access to SHRM's **Getting Talent Back to Work Toolkit** to refine and enhance our organizational hiring policies. I commit to creating opportunity and successful outcomes for everyone — including employers, all employees, customers, and our communities.

## KEY STATS



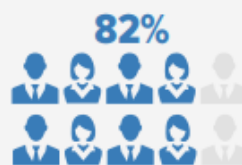
A job is the best way to find fulfillment and turn one's life around. Yet, with **1 in 3 adults in the U.S. having a criminal record**, many can't secure one.



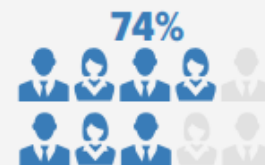
**95% of people in prison today will eventually be released** — more than **650,000 people** every year.



U.S. employers continue to experience talent shortages at an alarming rate with **more than 7.8 million jobs that must be filled by 2020**.



More than 82% of hiring managers indicated **workers with a criminal history are at least as effective** in their jobs as those without a criminal history.



74% of those same hiring managers went even further, indicating that **diminished costs associated with hiring from this population — coupled with effective risk mitigation — provide extreme value** for their organizations.

Photographs are not intended to imply that the models pictured have a criminal record.

[www.GettingTalentBackToWork.org](http://www.GettingTalentBackToWork.org)



# SHRM Partnership with Jobs for America's Graduates (JAG)

SHRM-JAG partnership to address workforce development and invest in high school students to help them become college and career ready. The pilot goal is to develop engagement opportunities between SHRM members and students to prepare them for the workplace.

Pilot program in...

- 7 states: ***Alabama, Indiana, Iowa, Kentucky, Michigan, Missouri, and New Hampshire***
- 7 SHRM State Councils / 17 SHRM Chapters participating
- 32 JAG programs at 29 high schools
- Reaching over 1,200 students



Gov. Chris Sununu with NHSHRM members



# ADVOCACY ★ TEAM ★

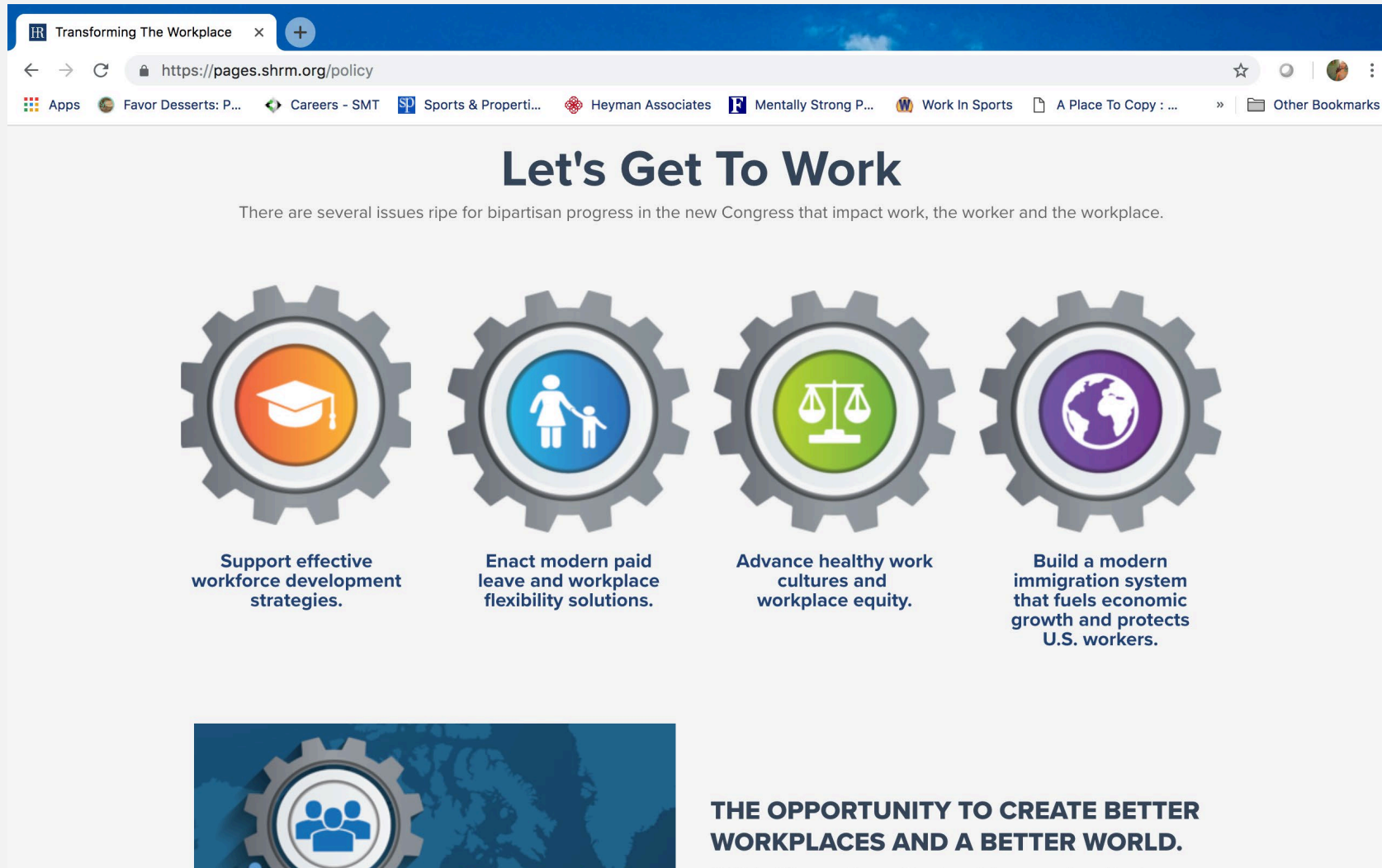
- Ensure the **voice of HR is heard** by policy decision-makers via a “local network”
- Help **inform legislators of policy impacts upon employers and employees** in her/his district
- **Develop credible and influential relationships** with elected officials

**Almost 11,000 Active A-Team Members**



[www.advocacy.shrm.org](http://www.advocacy.shrm.org)





# Resources




The screenshot shows a web browser window with the address bar displaying <https://pages.shrm.org/policy>. The page has a blue header with the text "Transforming The Workplace". Below the header, the main title "Let's Get To Work" is centered in a large, bold, dark blue font. Underneath the title, a paragraph states: "There are several issues ripe for bipartisan progress in the new Congress that impact work, the worker and the workplace." Below this text, there are four circular icons, each containing a white symbol on a colored background (orange, blue, green, and purple respectively), all enclosed within a grey gear-like border. Each icon is accompanied by a line of text describing a policy goal. At the bottom left, there is a graphic of a gear with a blue background and a white icon of three people. To the right of this graphic, the text "THE OPPORTUNITY TO CREATE BETTER WORKPLACES AND A BETTER WORLD." is displayed in a bold, dark blue font.

## Let's Get To Work

There are several issues ripe for bipartisan progress in the new Congress that impact work, the worker and the workplace.

-   
Support effective workforce development strategies.
-   
Enact modern paid leave and workplace flexibility solutions.
-   
Advance healthy work cultures and workplace equity.
-   
Build a modern immigration system that fuels economic growth and protects U.S. workers.

 **THE OPPORTUNITY TO CREATE BETTER WORKPLACES AND A BETTER WORLD.**



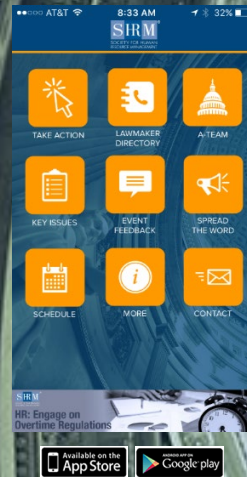
Leading People.  
Leading Organizations.

# HR Policy Action Center

advocacy.shrm.org

Through [advocacy.shrm.org](http://advocacy.shrm.org):

- Immediately take action on alerts
- Easily connect to your Members of Congress
- Sign up for the SHRM A-Team
- Quickly submit lawmaker engagement feedback online
- Stay up-to-date on legislative and agency proposals impacting the workplace - and more!



**SHRM POLICY ACTION CENTER**  
Member Advocacy that Makes the Difference

HOME KEY ISSUES NEWS A-TEAM ORGANIZE AN EVENT 2018 ELECTIONS CFGI CONTACT



## Welcome to SHRM's Policy Action Center

### TAKE ACTION!

**Email Your Lawmakers to Co-Sponsor H.R. 1043 and S.460, the Employer Participation in Repayment Act!**

Lawmakers have introduced H.R. 1043 and S.460, the Employer Participation in Repayment Act. The proposal would expand section 127 of the Internal Revenue Code (IRC) to include student loan repayment. If enacted into law, employers would be able to voluntarily provide student loan repayment as a tax-free benefit up to \$5,250 per year, per employee.

**Call Your Lawmakers! Urge Congress to Co-Sponsor H.R. 1043 and S.460, the Employer Participation in Repayment Act**

Call on your lawmakers to support H.R. 1043 and S.460, the Employer Participation in Repayment Act. The proposal would expand section 127 of the Internal Revenue Code (IRC) to include student loan repayment. If enacted into law, employers would be able to voluntarily provide student loan repayment as a tax-free benefit up to \$5,250 per year, per employee.

**Tweet Congress! Urge Your Lawmakers to Support the Employer Participation in Repayment Act**

Use social media to encourage your lawmakers to support H.R. 1043 and S.460, the Employer Participation in Repayment Act. The proposal would expand section 127 of the Internal Revenue Code

#### FIND YOUR ELECTED OFFICIALS

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

#### SIGN UP TO RECEIVE CALLS TO ACTION

Registering is easy and only takes a few minutes. Please fill in the following information to help us better communicate with you on critical workplace issues.

#### Tweets by @SHRM



"Bright light city gonna set my soul  
Gonna set my soul on fire"  
Thrilled to announce I'm joining this year's

# SHRM'S GOVERNMENT AFFAIRS TEAM



**Lisa Horn**  
Vice President,  
Policy Engagement  
@SHRMLobbyistLisa



**Nancy Hammer**  
Vice President, Regulatory  
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**Robert (Bob)  
Carragher**  
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**Chatrane Birbal**  
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**Keia Johnson**  
Policy Analyst



**Zach Druga**  
Policy Analyst



**Meredith Nethercutt**  
Director,  
Member Advocacy



**Jason Gabhart**  
Director,  
State Government Relations

# HR's VOICE NEEDS TO BE HEARD.

Legislative and regulatory changes impacting the workplace are ever-evolving. It is vital that HR remains informed.

## Join SHRM today and:

- Get guidance and tools you need to stay compliant and minimize risk
- Help inform legislators of policy impacts
- Lend your voice to the network of HR professionals advocating for workplace change
- And more!



Use code **SHRMGAT** to save **\$20\*** on **SHRM professional membership.**

**JOIN or RENEW TODAY!**

\*This offer applies to new and renewing SHRM Professional Membership only and does not apply to SHRM Student, Global or other memberships. Offer cannot be redeemed for cash, combined with other offers or applied to any other purchase. Offer cannot be used on previous purchases. Some restrictions may apply. Offer valid through 12/31/2019, online only.



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