



Dads need a day off, too.

So do mothers. Aunts and uncles. In fact, every worker.

The **Society for Human Resource Management (SHRM)** and its 250,000 members know leave benefits improve employee retention, productivity and morale. Today, employees want to decide when and how they use their leave, and employers want predictability.

Unfortunately, the patchwork of restrictive federal, state and local laws doesn't provide either—and some in Congress want more mandates.

SHRM has a better idea: Encourage employers to offer paid leave—for *any* need—without the rigid requirements that micro-manage the workplace.

SHRM invites you to join us in crafting a simple, flexible leave policy that meets the needs of our 21st Century workforce—a policy that works for employees and employers.

Happy Father's Day, America.



For more information on how SHRM is leading the way in work-life issues, visit www.shrm.org/SHRMisHR