



November 6, 2024

The Honorable President-Elect Donald J. Trump
Office of the President-Elect
600 14th Street NW, Suite 600
Washington, DC 20005

Dear President-Elect Trump:

On behalf of SHRM and the undersigned, I would like to extend our sincere congratulations on your election as the 47th President of the United States. We stand ready to work with you and your administration on the critical issues facing our nation's workforce and workplaces. We strongly believe civil discourse is the key to navigating our differences and prioritizing the issues that matter most to employers and employees. The leadership embodied by the Office of the President of the United States provides a unique opportunity to address these complex challenges and to ensure a thriving, productive, and inclusive American workforce.

With nearly 340,000 human resource and business executive members worldwide, SHRM impacts the lives of more than 362 million workers and their families globally. As the largest business association dedicated to workplace dynamics, SHRM is the trusted authority on all things work, worker, and workplace. Our commitment to civility and policy, not politics, guides our efforts to create environments that promote innovation, inclusion, economic resilience, and prosperity for employers and employees.

SHRM's dedication to advancing the effectiveness and success of the American workplace aligns with the mission of the Presidency to serve all Americans. We believe in a constructive, collaborative approach and are prepared to support your administration in shaping policies that foster better workplaces for a better world.

To support these efforts, we will work with you on several key priorities:

1. **Workforce Development:** Ensuring that American workers have access to education and skills training is fundamental to meeting the demands of our rapidly evolving economy. Fifty-nine percent of the American workforce is seeking new learning opportunities in the face of an AI-powered economy. SHRM stands ready to work with your administration to expand workforce development initiatives, aligning skills training with emerging industry needs to drive job growth and economic stability.
2. **Workplace Immigration:** We understand the pivotal role a fair and effective legal immigration system plays in addressing workforce shortages, driving innovation, and fostering economic growth. We are committed to advocating for policies that ensure both a secure immigration process and access to talent that supports the American economy.
3. **Workplace Flexibility and Leave:** American workers are looking for more flexible work options and robust leave policies that support work-life integration. We support initiatives that provide employees with options for work flexibility, while respecting business needs and maintaining productivity.

4. **Workplace Inclusion:** Inclusive workplaces are essential for fostering unity and promoting diversity. Sixty-nine percent of working Americans and more than 80% of business leaders indicate inclusion and diversity throughout corporate America needs a revamp to ensure opportunity for all. SHRM is dedicated to creating pathways that promote inclusion in all workplaces, and we look forward to working with you to create policies that advance these values.
5. **Workplace Health Care:** A strong and healthy workforce is vital to our nation's economic strength. Roughly nine in ten global workers link their health to workplace features including job quality and meaningful benefits. SHRM will collaborate with your administration to identify and promote effective healthcare solutions that are affordable, accessible, and sustainable for employers and employees alike.
6. **Workplace Governance:** As workplaces continue to change, effective governance policies that maintain ethical standards, enhance transparency, and foster employee trust will be crucial. SHRM is committed to supporting policies that enhance good governance practices, ensuring fair and compliant workplaces.

As we look ahead, SHRM remains committed to playing a pivotal role in furthering confidence in the future of the American economy, driven by the power of work. We will continue to strengthen trust within our communities and advance the principles that have long supported the success of the American workplace. We are confident that through collaboration, we can promote productive workplaces, bridge divides, and uphold the values that contribute to our nation's strength and resilience.

Thank you for your service to our country. We look forward to serving as a data-driven resource to you and your team as we move forward together.

Sincerely,



Johnny C. Taylor, Jr., SHRM-SCP
President & CEO of SHRM

Signatories

State Councils:

Alabama SHRM State Council	Alaska SHRM State Council	Arkansas SHRM State Council
California SHRM State Council	Connecticut SHRM State Council	Delaware SHRM State Council
Florida SHRM State Council	Georgia SHRM State Council	Illinois SHRM State Council
Iowa SHRM State Council	Kansas SHRM State Council	Maine SHRM State Council
Maryland SHRM State Council	Massachusetts SHRM State Council	Michigan SHRM State Council
Minnesota SHRM State Council	Mississippi SHRM State Council	Missouri SHRM State Council
Montana SHRM State Council	Nebraska SHRM State Council	New Hampshire SHRM State Council
New Jersey SHRM State Council	New Mexico SHRM State Council	New York SHRM State Council
North Carolina SHRM State Council	North Dakota SHRM State Council	Ohio SHRM State Council
Oregon SHRM State Council	Pacific State Council (Guam and CNMI)	Pennsylvania SHRM State Council
South Carolina SHRM State Council	South Dakota SHRM State Council	Tennessee SHRM State Council
Texas SHRM State Council	Utah SHRM State Council	SHRM Vermont State Council
Virginia SHRM State Council	Washington SHRM State Council	West Virginia SHRM State Council
Wisconsin SHRM State Council	Wyoming SHRM State Council	

Chapters:

Anchorage SHRM	Anne Arundel SHRM	Brazos Valley SHRM
CAHRA (Columbus Area Human Resource Association)	Carroll County SHRM	Central Carolina SHRM
Central Dakota Human Resource Association	Central Illinois Chapter of SHRM	Central Louisiana SHRM

Central Oregon SHRM	Chesapeake HR Association	Cleveland SHRM
Flathead Valley SHRM	Great Falls SHRM	GRHRA
Human Resources Association of Southern Maryland	HRA of Central Missouri	HR Group of West Michigan
HR Houston	Human Resource Association of the Treasure Valley (HRATV)	Human Resource Management Association of Greensboro
Jersey Shore Association for Human Resources	KS SHRM-HRMN Chapter	Lakeshore SHRM
Mississippi Valley Human Resources Association	NWLA SHRM	Northeast Missouri Chapter of SHRM
Northeast Tennessee Chapter of SHRM	NYC SHRM	Pee Dee SHRM
Sarasota Manatee HRA	SHRM Atlanta	SHRM – High Desert
SHRM Long Island	SHRM – Memphis	SHRM Olympia
SHRM of Tulare/Kings County	SHRM Savannah	SHRM SMA Chapter NJ
Snohomish County HR Association (SCHRA)	Southeast Idaho SHRM	Southern Kentucky Society for Human Resource Management (SKY-SHRM)
Southwest Washington SHRM	Traverse Area Human Resource Association	Tri-State Human Resource Management Association
TXBA SHRM	Western Kansas HRMA	