



January 24, 2025

Submitted via email

Re: SHRM Supports the Appointment of Marvin Kaplan as the Chair of the National Labor Relations Board

Dear Chair Kaplan:

We write on behalf of [SHRM](#) and our nearly 340,000 HR professionals and business executive members in 180 countries to express SHRM's support for your appointment to serve as the Chair of the National Labor Relations Board (NLRB). As the trusted authority on all things work, SHRM is the foremost expert, researcher, advocate, and thought leader on issues and innovations impacting today's evolving workplaces. SHRM has an unwavering commitment to focus on policy, not politics, and makes a concerted effort to reach across party lines and work with *all* administrations to secure the lives and livelihoods of workers.

This appointment recognizes your exceptional dedication to public service and your significant contributions as a member of the NLRB. The NLRB plays a crucial role in the workplace, wielding the authority to drive meaningful change through rulemaking and judicial decisions, impacting both workers and employers.

When properly applied, labor policies ensure that workplaces are free from unlawful practices such as discrimination, harassment, unsafe conditions, and retaliation, while also protecting employees' rights to collective action to improve their working conditions. However, it is equally critical that these rules are clear, balanced, and compliance-oriented, providing both workers and employers with the certainty needed to foster productive and transparent workplaces. Applicants and employees benefit from transparency about workplace culture, which allows them to make informed decisions about their professional growth. SHRM advocates for organizations to intentionally define, cultivate, and openly discuss their workplace cultures without fear of unintended consequences.

Your demonstrated willingness to collaborate with the business community has been instrumental in promoting mutual understanding and pragmatic solutions to workplace challenges. SHRM appreciates your engagement and receptiveness to the perspectives of HR professionals and business leaders. We are eager to work with you in your new capacity to ensure that workplace policies are both fair and effective. SHRM stands ready to assist the NLRB in addressing the complex issues facing today's labor market, ensuring that policies reflect the realities of modern work environments and the needs of both employers and employees.

Sincerely,

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

Emily M. Dickens
Chief of Staff, Head of Public Affairs &
Corporate Secretary