



March 11, 2025

Submitted via email

The Honorable Lori Chavez-DeRemer
Secretary of Labor
U.S. Department of Labor
200 Constitution Avenue, NW
Washington DC, 20210

Dear Secretary Chavez-DeRemer:

On behalf of SHRM and our nearly 340,000 HR professionals and business executive members, we extend our congratulations on your confirmation as Secretary of Labor. SHRM looks forward to working with you to promote policies that enhance the lives and livelihoods of all workers.

The role of the Secretary of Labor cannot be overstated. The Department of Labor (DOL) and its subagencies play a vital role in strengthening America’s workforce. SHRM and DOL have long maintained a strong and collaborative relationship, demonstrated through DOL’s participation in SHRM conferences, appearances on webinars, and direct engagement in key initiatives. We are committed to fostering this partnership and hope you will continue to view SHRM as a trusted advisor on workplace matters.

During a recent congressional hearing, Johnny C. Taylor, Jr., SHRM President & CEO, posed a compelling question in his testimony: *“Imagine what we could be if we unleashed the power of talent?”* This question fuels SHRM’s dedication to shaping policy solutions that strengthen the workforce and guide our recommendations to policymakers as we collectively rethink how to train both current and future talent to remain competitive. Among our key priorities are modernization efforts for the Family and Medical Leave Act (FMLA) and the Fair Labor Standards Act (FLSA)—two foundational laws under the DOL’s purview that we hope to strengthen with your partnership.

SHRM remains committed to connecting key stakeholders to ensure that workplace policies are balanced, effective, and forward-thinking. That is why we strongly support reconstituting the National Council for the American Worker and the American Workforce Policy Advisory Board—both of which involve significant DOL participation. Advancing a national strategy to equip students and workers with the skills to compete globally requires uniting to address challenges such as closing the workforce participation gap, shaping the future of work, and modernizing workplace policies.

Now is the time for bold policies that unleash the power of talent. SHRM stands ready to collaborate with you and your team to advance our shared goals. As a legislator, you championed policies that equipped the workforce for success, and we are confident you will continue to prioritize sound policy in this new chapter. SHRM is eager to offer our insights, thought leadership, and expertise to support your initiatives.

Sincerely,

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

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