



January 22, 2025

Submitted via email

Re: SHRM Supports the Nomination of Keith Sonderling for Deputy Secretary of Labor

Dear Senator:

I 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 the nomination of Keith Sonderling to serve as the deputy secretary for the U.S. Department of Labor (DOL). 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.

During dynamic and rapidly evolving economic times, American businesses and workers alike rely on the federal government to provide clear guidance, deliver results, and implement policies that foster thriving workplaces. The DOL plays an essential role in ensuring the stability and prosperity of American workplaces and must have consistency and continuity in its leadership. The deputy secretary of Labor is pivotal in achieving these outcomes, serving as the operational leader of the department and ensuring its initiatives are carried out effectively and efficiently. We believe the President has the right to pick his Cabinet who serve as key advisors, and Mr. Sonderling's extensive experience and forward-thinking approach make him exceptionally qualified to serve in this critical role.

Mr. Sonderling's deep understanding of workplace issues stems from his service as a Commissioner of the U.S. Equal Employment Opportunity Commission (EEOC), the acting and deputy administrator in the Wage and Hour Division, and his tenure in the private sector. Notably, he has been a leading voice on the implications of artificial intelligence (AI) in the workplace, particularly in human resource functions. As the world of work undergoes rapid technological transformation, his expertise in AI will offer a critical perspective on how innovation can be harnessed responsibly to create opportunities, enhance productivity, and transform jobs while protecting the workforce.

Equally important, Mr. Sonderling has shown a consistent willingness to collaborate with all stakeholders, including employers, employees, policymakers, and advocacy groups. This collaborative spirit, coupled with his ability to promote smart, pragmatic solutions, will serve the DOL and the American workforce well. It is SHRM's responsibility as the voice of all things work to advocate and collaborate with all policymakers to develop and implement workplace policies that build a world of work that works for all. SHRM will continue to put policy above politics and collaborate with the next Deputy Secretary of Labor to advance clear, balanced, and consistent workplace policies that serve the long-term interests of American workers and workplaces.

Sincerely,

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

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