

Advancing the Profession in Alaska by Engaging in SHRM Advocacy

Meredith Nethercutt
Director, Member Advocacy and
SHRM A-Team

April 26, 2019



Meredith Nethercutt



**Director,
Member Advocacy,
*A-Team Program***

Twitter: @SHRMATeam



SHRM: Who We Are

- ❖ SHRM has roughly 300,000+ US members
- ❖ SHRM has over 575 chapters throughout the US spread across all 435 congressional districts
- ❖ SHRM has 6 paid lobbyists on staff
- ❖ SHRM does not have a political action committee (PAC)



SHRM: Who We Are

SHRM MEMBERS IN ALASKA

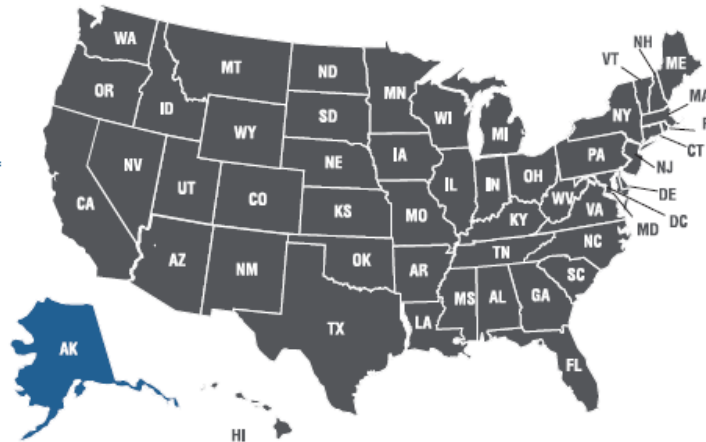
898

Alaska SHRM State Council

alaska.shrm.org

Alaska SHRM Chapters

Anchorage SHRM
Southeast Alaska Chapter
Northern Alaska Chapter
Mat-Su Valley Chapter





HR Volunteer Leadership Qualities

LEADERSHIP ▾

MEMBERSHIP ▾

BUSINESS OPERATIONS ▾

SHRM CERTIFICATION ▾

AWARDS/SCHOLARSHIPS ▾

Term / Keyword / Phrase



Core Leadership Areas

COLLEGE RELATIONS

DIVERSITY

GOVERNMENT AFFAIRS

SHRM CERTIFICATION

MEMBERSHIP

SHRM FOUNDATION

WORKFORCE READINESS

Government Affairs

Visit this page to access templates and forms and view best practices and strategies from other SHRM chapters around the nation. [Field Services Director Dianna Gould](#) is your resource for any Government Affairs questions. If you are new to the Government Affairs Director role visit the [CLA webinar page](#) for more information about your chapter responsibility.

1 to 1 of 1 total

A-Z ▾

Government Affairs Resources

Homepage for Government Affairs Resources - Table of Contents Day Inside the Beltway Program Governmental Affairs Director Position Descriptions Chapter State Council SHRM Advocacy Home Page Webinars/Webcasts for Government Affairs CLA Volunteer ...

SHRM Members: Engage on SHRM Workplace Policy Priorities in 2019

- Workforce Development
- Workplace Equity
- Paid Leave
- Workplace Immigration

Transforming the Workplace in 2019

Washington is welcoming the 116th Congress, and state houses across the country are engaging with new faces and new ideas. The year, SHRM will push for change on a wide range of issues that impact work, the worker and the workplace at the state and federal levels.

The Past Year Has Brought Wins for Work, the Worker and the Workplace in Washington, D.C. and in the States

- ✓ Our work at the federal level delivered job training as part of bipartisan critical justice reform
- ✓ We worked to ensure a harassment-free legislative in California
- ✓ Our efforts stopped a one-size-fits-all sick leave mandate in Austin, TX
- ✓ We safeguarded voluntary certification in Louisiana

Create Better Workplaces for a Better World
SHRM members are on the frontline, advancing positive change.

Workforce Development

With more jobs available than qualified applicants to fill them, SHRM is calling on policymakers to strengthen and expand employer-provided educational assistance, apprenticeship programs and other initiatives that encourage employee investment in workforce development and training.

68% of employers find it difficult to recruit qualified candidates.

Workplace Equity

From pay equity to harassment-free workplaces, SHRM is leading the way on changing workplace culture. SHRM believes productive workplaces lead with culture and ensure workers are compensated equitably, while preserving employer flexibility to reward employees.

More than 1/3 of Americans still believe their workplace fosters sexual harassment.

Paid Leave

Employers offer paid leave and flexible work options to attract and maintain an engaged, productive workforce, but a fragmented patchwork of state and local laws remains. Create a compliance-conscious SHRM champions modern proposals that encourage employers to offer paid leave and flexible work arrangements.

42% of employees have child care responsibilities.

Workplace Immigration

Talent, like business, is global. At the time of offshore unemployment, SHRM advocates for access to top global talent for immigration-compliant employers, while protecting U.S. workers, a modern immigration system that is predictable and creates efficiencies for the workplace, and a fully electronic and integrated I-9 and E-Verify system.

74% of employees say obtaining visas in a timely, predictable and flexible way is critical to their business goals.

In 2018, Our Workplace Advocacy Efforts Included:

- 150+ meetings with policymakers
- 20+ testimonials to lawmakers
- 10,000+ team members
- 300,000+ members representing 115 million employees

SHRM
BETTER WORKPLACES
BETTER WORLD™

Learn How You Can Stay Involved and Impact Workplace Policy at SHRM.org/policy.

#WeAreWork

Why Modern Workplace Policy Matters

Transforming the Workplace in 2019

68% of employers find it difficult to recruit qualified candidates.

More than 1/3 of Americans still believe their workplace fosters sexual harassment.

42% of employees have child care responsibilities.

74% of employers say obtaining visas in a timely, predictable and flexible way is critical to their business goals.

HR professionals sit at the intersection of work, the worker and the workplace.

The 300,000+ SHRM members, who represent more than 115 million employees, are calling on policymakers to work with us on policy solutions that will create better workplaces and a better world.

SHRM
BETTER WORKPLACES
BETTER WORLD™

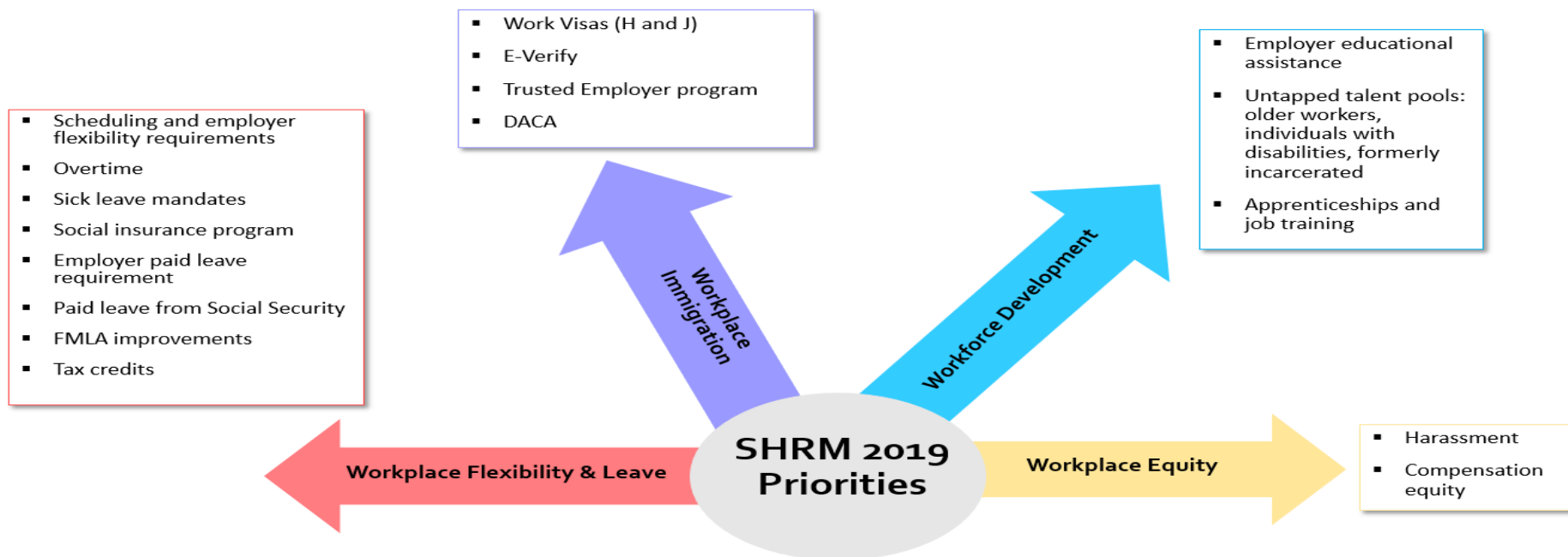
Got a question about workplace policy? We're here to help.
GovernmentAffairs@shrm.org
shrm.org/policy #WeAreWork

SHRM
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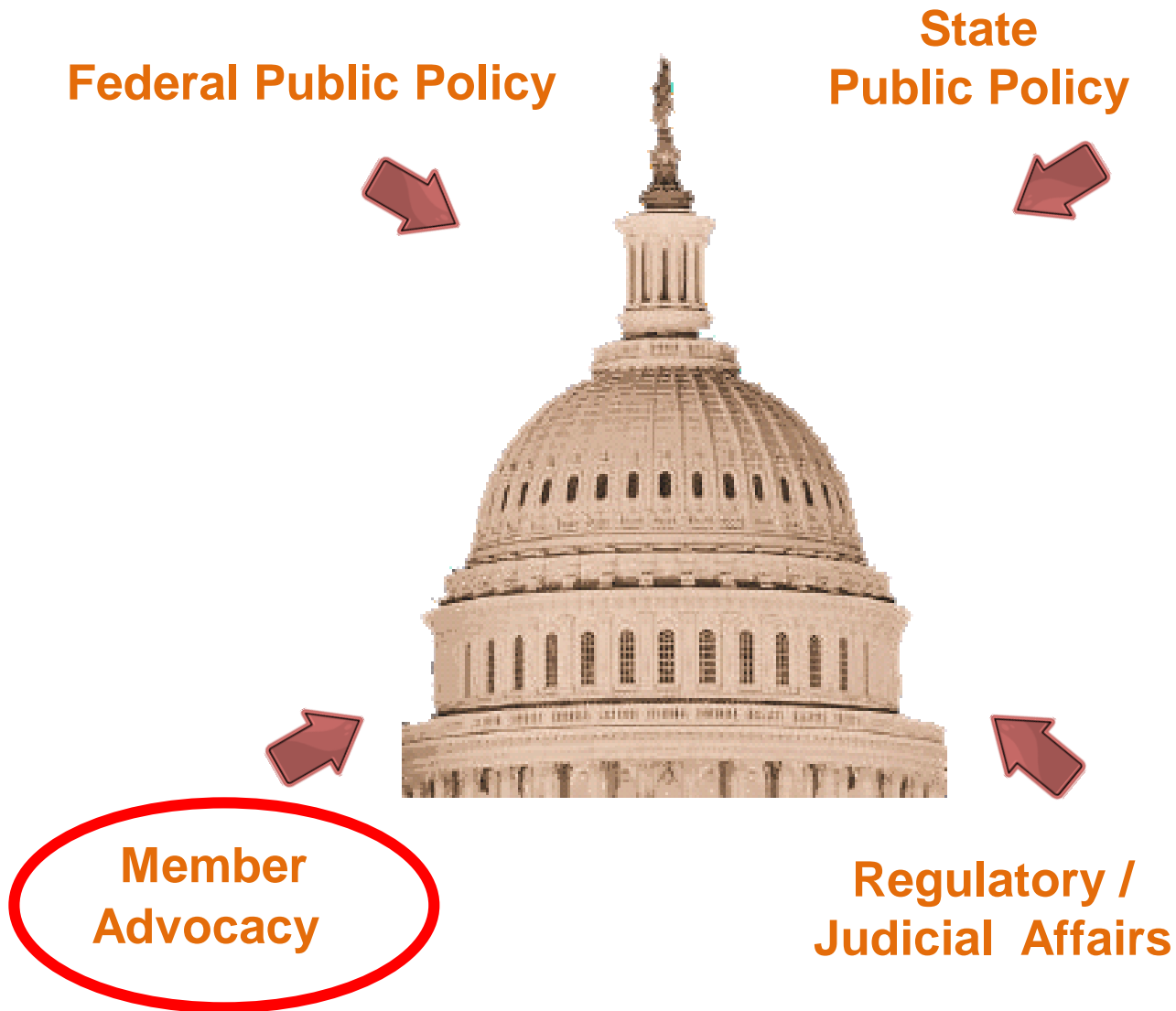
Public Policy Priorities in 2019

Issues





SHRM and Advocacy





SHRM Advocacy Frequently Asked Questions

What would you like to know about how to get involved?

Question: “How does SHRM form positions on public policy issues?”

Answer: SHRM uses a variety of methods to formulate a position on a workplace issue.

1. Research
2. SHRM member focus groups
3. SHRM Special Expertise panels
4. SHRM Board of Directors



SHRM Advocacy in Action: Recent Highlights

- SHRM on “speed-dial” with policy makers:
- SHRM received over 170 “Reach Outs” from public policy makers.
- Testified 8 times in front of congressional committees
- Testified 3 times before federal agencies
- Testified 5 times at the state level
- Invited to 10 congressional roundtables
- Invited to 10 federal agency roundtables



Leslie Christ, SHRM-CP, (pictured on the far left), Crystal Frey, SHRM-SCP, (seated next to Leslie) testifying at House Subcommittee on Workforce Protections



Frank Cania, SHRM-SCP, serving as a witness before the House Committee on Small Business



Nancy McKeague, SHRM-SCP, testified before the House Subcommittee on Health, Education Labor and Pensions



SHRM Advocacy Team: Advancing the Profession

- Ensures the **voice of HR** is heard by policy decision-makers via a “local network”
- Helps **inform legislators of policy impacts upon employers and employees** in her/his district
- SHRM members are constituents who **develop credible and influential relationships** with elected officials

10,800+ Active A-Team Members!



ADVOCACY
★ TEAM ★



SHRM's Advocacy Team “A-Team”

1 HR Advocate:

- Receive key legislative and regulatory updates and calls to action from SHRM
- Stay up to speed on all the potential issues that could impact the workplace
- Have access to all SHRM's tools to quickly and easily contact your lawmakers on issues of interest to you, your company and your state

2 Advocacy Captain:

- Serve as a leader within your congressional district on HR issues
- Rally other SHRM Advocates around a call to action
- Be a direct workplace policy resource to your respective member of Congress throughout the year

ADVOCACY
★ TEAM ★



SHRM Advocacy Frequently Asked Questions

What would you like to know about how to get involved?

Question: “Do I have to get permission from my employer to be an advocate on the SHRM A-Team?”

Answer: You should ask your employer for permission to reference your organization when speaking publicly about a workplace issue (to your lawmaker, to the media, etc.). Even if your employer says no, you can still be an HR advocate! Simply speak to your general HR experiences.




Leading People.
Leading Organizations.

HR Policy Action Center


advocacy.shrm.org

Through advocacy.shrm.org:

- Immediately take action on alerts
- Easily connect to your Members of Congress
- Sign up for the SHRM A-Team
- Quickly submit lawmaker engagement feedback online
- Stay up-to-date on legislative and agency proposals impacting the workplace - and more!

HR: Engage on Overtime Regulations



LATEST NEWS: FAIR LABOR STANDARDS ACT OVERTIME REGULATIONS

The Department of Labor (DOL), through the Presidential Memorandum on Updating and Modernizing Overtime Regulations, is proposing changes to "modernize and streamline" the Fair Labor Standards Act overtime regulations.

- Click [HERE](#) to read the official Notice of Proposed Rulemaking (*June 30, 2015*)
- Click [HERE](#) to view the listing in the Federal Register (*July 6, 2015*)
- Click [HERE](#) to read SHRM's official comment letter to the Department of Labor (*September 4, 2015*)

HOW YOU CAN MAKE A DIFFERENCE

Share Your Story with SHRM on FLSA/Overtime Regulations

- **Share the potential impacts with your lawmakers over Twitter.** Send your members of Congress a personalized message over social media.
- **Submit a blog post** describing how these regulatory changes could impact the HR profession, employers and employees in your local area.
- **Share your personal HR story** with SHRM of how proposed changes to overtime would impact your organization.

Meet with Your Members of Congress this Fall
Click [HERE](#) for guidance on how to effectively schedule and conduct a face-to-face meeting with your lawmaker in the district.

Have you discussed the Department of Labor's proposed overtime rule with your lawmaker? [Let SHRM know.](#)

PUBLIC POLICY BLOGS BY SHRM MEMBERS

An Evening with a MS Congressman: A Perfect Way for Our SHRM State Council & HR Members to Engage

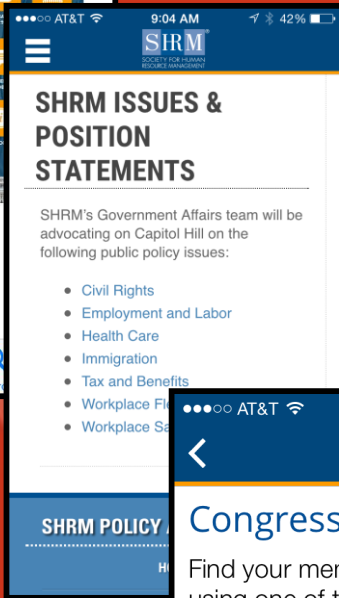
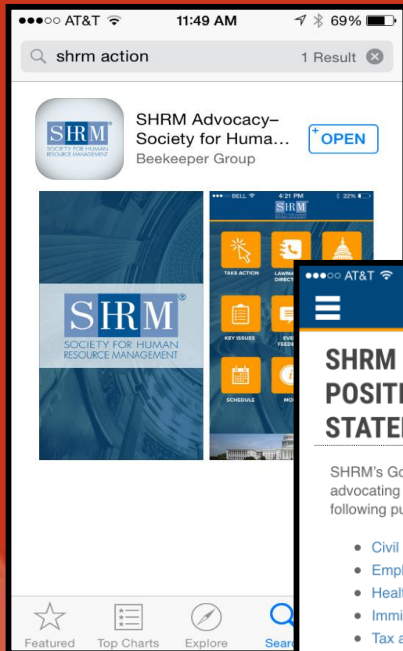
Society for Human Resource Management

Mississippi's SHRM State Council held a State Legislative Reception for Congressman Gregg Harper, (R-MS-3rd District) on September 1, 2015. Congressman Harper is no stranger to [Read more >](#)

[READ MORE >](#)

SHARE AN HR TESTIMONIAL: SUBMIT AN ADVOCACY BLOG

[Submit an Advocacy blog](#)



Exciting SHRM Advocacy Resource

SHRM Advocacy App

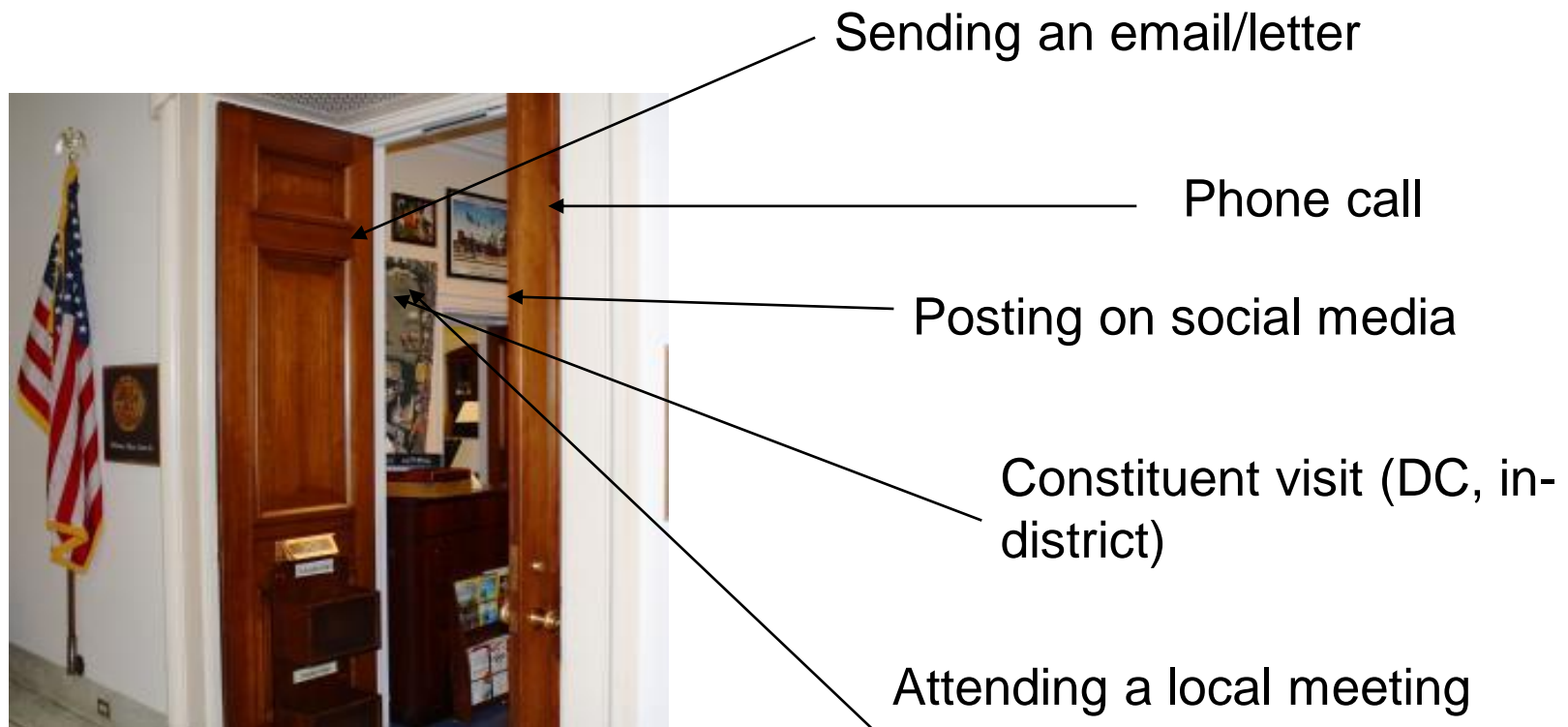
- Download SHRM's advocacy mobile app (free in app stores)
- Easy mobile access to SHRM's user-friendly advocacy tools and legislator information

**Please be sure to accept push notifications*



Communicating with Lawmakers

**Using Multiple Advocacy Tactics are Better at “Breaking Through the Dam” than Using Only One*





Learn About Your Legislators



SHRM POLICY ACTION CENTER

Member Advocacy that Makes the Difference

[HOME](#)

[KEY ISSUES](#)

[NEWS](#)

[A-TEAM](#)

[ORGANIZE AN EVENT](#)

[2018 ELECTIONS](#)

[CONTACT](#)

Rep. Don Young (R-AK)

Representative for Alaska, Republican, AK-AL



Biography

Home town:	Ft. Yukon
Born:	June 9, 1933
Born in:	Meridian, CA
Occupation:	Educator, Riverboat Captain
Military	USA, 1955-57

DOWNLOAD THE "SHRM ADVOCACY" APP!



Download SHRM's advocacy mobile app to keep up with the latest in HR and workplace policy and be a more effective



Learn About Your Legislators

Committees

Natural Resources

Indigenous Peoples of the United States
National Parks, Forests, and Public Lands

Transportation and Infrastructure

Aviation
Coast Guard and Maritime Transportation
Highways and Transit

Offices

Washington, D.C. Office:

2314 Rayburn House Office Building
Washington, DC 20515-0200
Phone: 202-225-5765
Fax: (202) 225-0425

Anchorage Office:

471 W. 36th Avenue, Suite 201
Anchorage, AK 99503
Phone: 907-271-5978
Fax: (907) 271-5950

Fairbanks Office:

100 Cushman Street, Suite 307
Fairbanks, AK 99701
Phone: 907-456-0210
Fax: (907) 456-0279



Meet With Your Legislators

Only in Alaska. Exclusively for you.

[Overview](#) [FAQ](#) [Terms & conditions](#)

Club 49® frequently asked questions

∨ What is the constituent fare?

The constituent fare offers Club 49 members convenient and affordable access to Alaska state legislators and government agencies during the annual legislative session. Constituent fare rates offer a 30% discount off the 7-day & 3-day advance purchase fares.

Constituent fare Discount Codes are distributed via the Club 49 Insider email each year at the start of the legislative session (mid-January) to Club 49 members who live outside of the Juneau area. Once you have received your codes, select the "Redeem" button in the email to automatically load the discount code in your My account profile.

If you have not received yours by the start of the legislative season (mid-January), please call Customer Care at 1-800-654-5669, Monday through Friday, between 8:00 a.m. and 5:45 p.m. (PT).

Where Will Your Lawmaker Be? Check Social Media

Follow Your Members of Congress

TWEET CONGRESS

TWEETS TWEETERS STATS ABOUT

Barbara Comstock 7/12/2018, 10:36:54 AM
RT @SecretsBedard: The very definition of diversity, with @JoaquinCastro and @RepComstock <https://t.co/N6NaFtUagV>

David N. Cicilline 7/12/2018, 10:36:42 AM
RT @JohnGalisky: "As we re-imagine & re-skill for future jobs, we need to align industry, #HigherEd, and job training."—@RepCicilline #USmf...

Eric A. Crawford 7/12/2018, 10:36:31 AM
This is great news for paramedics, the healthcare industry, and patients! For rural Americans like us, access to he... <https://t.co/dKmdgmwbt0>

Paul A. Gosar 7/12/2018, 10:36:06 AM
Today, I join my colleagues in the @GOPoversight and @HouseJudiciary joint hearing to question Peter Strzok. Tune in... <https://t.co/sOpGoy2tLF>

TWEETS FOR THE PERIOD
33,028

REPUBLICANS	DEMOCRATS
13,300	19,556
TWEETS	TWEETS
243 active members	204 active members

FREQUENCY BY DAYS

Mike Bowling - Indiana State Representative District 66
Yesterday at 9:23 AM

Meeting new people and seeing some old friends at the Jefferson County and Scott County Fairs last night.

Like Page

24 Shares

Like Comment Share



3 General Types of District Activities

- ✓ District Meetings with Legislators
- ✓ District Meetings with Office Staff
- ✓ On-Site Meetings/Invite Legislator to Place of Work



***“All politics is local.”
- Tip O’Neill***

Conducting a Meeting with Your Legislator

Critical Goal: Build a Relationship with Your Lawmaker and District Staff

- Potential issue champions
- Pipeline to all legislative staff
- District Director = Legislator's Best Friend in Office





SHRM Resource: Days in the District Toolkit

SHRM
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

SHRM POLICY ACTION CENTER

Member Advocacy that Makes the Difference

HOME KEY ISSUES NEWS A-TEAM ORGANIZE AN EVENT 2016 ELECTIONS CFGI CONTACT

DAY INSIDE THE DISTRICT
DAY INSIDE THE DISTRICT
FEEDBACK FORM

DAY INSIDE THE DISTRICT (DITD)

The Day Inside the District (DITD) program is a local initiative that provides an opportunity to generate interest and support of issues important to the HR professional on a federal and state level.

Most Members of Congress and state legislators spend the majority of their time while in office in their home districts. This time away from performing their legislative duties provides a unique opportunity for HR professionals to interact with their legislators when they are removed from the myriad of demands on their time when the legislator is in Washington or their state capital - committee hearings, floor votes, other constituent meetings, etc.

While legislators are back home in their districts during a legislative recess, their personal schedules tend to be more relaxed and, in turn, afford legislators the opportunity to spend more time with their constituents in face-to-face meetings.

SHRM's DITD program affords members the opportunity to organize a variety of in-district meetings with legislators - whether it be at a Town Hall Meeting with the legislator in a nearby venue in their home district, a face-to-face meeting in their district office, or a Capital Day when a state legislator is performing their duties while the state legislature is in session.

FIND YOUR ELECTED OFFICIALS

Enter a name, address or zip code to find your officials or candidates.

SEND US FEEDBACK

Tell Us About Your District Meeting

YOUR HR VOICE+YOUR HR STORY=RESULTS

YOUR VOICE + YOUR STORY = RESULTS



Research Workplace Issues Beforehand

HR TODAY

RESOURCES & TOOLS

LEARNING & CAREER

EVENTS

MEMBERSHIP



ENTIRE SITE ▾



HR Public Policy Issues



ADVERTISEMENT

USE
people-related
data to impact
business decisions

Earn 22 PDCs for
SHRM recertification

SHRM
People
Analytics
Specialty
Credential

START TODAY

Feedback



It Can Be Done!

A-Teamers in Action



*Advocacy Captain
district meeting with
Rep. Julia Brownley
(CA)*



*NH A-Team district meeting with Rep. Ann McLane
Kuster (NH)*

YOUR VOICE + YOUR STORY = RESULTS

Only YOU Can Tell Your Story

When congressional staff were asked what influences their Member of Congress, they reported that constituent voices matter most!

94% of staff said that constituents are the most influential



Make Your Voice Resonate

Congressional staff report that the most helpful information constituents could provide in meetings often isn't conveyed. What information are they looking for?



Information about impact of bill or issue on the district or state



Constituent's reasons for supporting/opposing the bill or issue



Personal story related to the bill or issue

ADVOCACY ★ TEAM ★

Stand Out from the Crowd

Research your legislator, come prepared, rehearse your pitch.

Average number of daily meetings held by a Member of Congress: **13**



Continue to Build on the Relationship Back Home

Washington, DC or District meetings? 71% of House Chiefs of Staff say their Member of Congress has "no preference" on where is best to meet constituents.



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SRM
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

CMF
CONGRESSIONAL
MANAGEMENT
FOUNDATION

HR Pros Can Be Thought Leaders for Lawmakers

SHRM GOVERNMENT AFFAIRS

May 2, 2018

Connect With SHRM:

STATE LEGISLATIVE SURVEY

Dear fellow HR professionals,

Alaska SHRM State Council, in partnership with SHRM, is gathering information to inform and educate business leaders and policy makers about what types of workplace flexibility options Alaska employers offer to their employees.

We want to hear from you. **Please click [HERE](#) to take a 5 minute, informal survey** about your organization's offerings. The survey is confidential. Cumulative survey responses will be shared, however no company specific identifying information will be shared.

Please complete the survey by midnight on Friday, May 18. Thank you in advance for your participation and feedback.



MARCH 11, 2019

This survey is being sent to you from the Alaska Commission on Postsecondary Education (ACPE) in coordination with the Alaska Society for Human Resource Management State Council (AK SHRM State Council).

There is no question that high student loan debt levels have affected the landscape of today's labor market. Recent surveys show that 42% of Millennials have student loans, with 57% indicating they believe student loan debt to be a major problem for young people in the United States. It should come as no surprise that over 86% of Millennials entering the workforce say that they would commit to their employer for five years if the employer helped them pay off their student loan debt.

Employer-sponsored loan repayment assistance programs are emerging as a top tool for recruiting and retaining talented workers. In fact, use of student loan repayment assistance programs is expected to increase rapidly in the near future. The Society for Human Resource Management (SHRM) found in 2017 that 4% of employers offered loan repayment assistance, up from 3% in 2015. Another industry analyst predicts that if legislation is passed granting favorable tax treatment to employer loan contributions, the

SHRM Advocacy Snapshot: Recent Proposed Changes to Overtime Regulations

**The HR Advocacy Army Continues to be in
Full Effect**



Obama Administration Proposed Salary Level

1958 Methodology

- DOL set the minimum salary level to exclude the bottom 10% of all salaried workers, as obviously non-exempt
- If applied today, this methodology would result in a minimum salary level of \$657/week (\$34,164 annual)

2004 Methodology

- DOL set the minimum salary level by looking to the bottom 20% of salary levels in the South and in Retail
- If applied today, this methodology would result in a minimum salary level of \$557/week (\$30,004 annual)

California Minimum Salary = \$37,440
New York Minimum Salary = \$34,124
Proposed 2016 = \$50,440

Littler 2015



SHRM Advocacy Strategy: Member Engagement and Advocacy

- SHRM member “task force” of key issue contacts
- Meetings with members of Congress (A-Team, SHRM Conferences/Advocacy Days, district meetings)
- “Issue Advisory” emails to SHRM Board of Directors, Leadership Team (internal), A-Team, state partners
- SHRM newsletter educational articles
- Creation of dedicated action center on HR Policy Action Center ([Advocacy.shrm.org](https://www.shrm.org/advocacy))

Need more information?

[Advocacy.SHRM.org/Overtime](https://www.shrm.org/advocacy)



SHRM Advocacy Strategy: Member Engagement and Advocacy

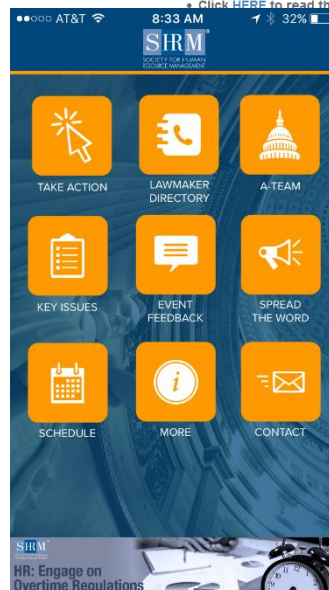
Member Resources

- Advocacy.shrm.org action center
- Dedicated branding for consistency, recognition
- Email campaign
- SHRM advocacy mobile app
- Infographic
- Member research/survey
- Web sticker to action center (state/chapter websites)



LATEST NEWS: FAIR LABOR STANDARDS ACT OVERTIME REGULATIONS

The Department of Labor (DOL), through the Presidential Memorandum on Updating and Modernizing Overtime Regulations, is proposing changes to "modernize and streamline" the Fair Labor Standards Act overtime regulations.



[Click HERE](#) to read the official Notice of Proposed Rulemaking (June 30, 2015) listing in the Federal Register (July 6, 2015)
[Click HERE](#) to read SHRM's official comment letter to the Department of Labor

MAKE A DIFFERENCE

on FLSA/Overtime Regulations

Connect with your lawmakers over Twitter. Send your members of Congress a message over social media. Describing how these regulatory changes could impact the HR profession, and how they will impact you in your local area.

Write a story with SHRM of how proposed changes to overtime would impact your business.

Meet with your lawmakers in Congress this Fall. Write a letter to effectively schedule and conduct a face-to-face meeting with your

representative to discuss the impact of the Department of Labor's proposed overtime rule with your lawmaker? [Let SHRM](#)

PUBLIC POLICY BLOGS BY SHRM MEMBERS

An Evening with a MS Congressman: A Perfect Way for Our SHRM State Council & HR Members to Engage

Society for Human Resource Management

Mississippi's SHRM State Council held a State Legislative Reception for Congressman Gregg Harper, (R-MS-3rd District) on September 1, 2015. Congressman Harper is no stranger to

[READ MORE](#)

SHARE AN HR TESTIMONIAL: SUBMIT AN ADVOCACY BLOG





SHRM Advocacy Strategy: Member Engagement and Advocacy

SHRM Member Testimony (2016)

- House Committee on Education & the Workforce
 - July 23, 2014
 - June 10, 2015
 - July 23, 2015





SHRM Advocacy Strategy: Member Engagement and Advocacy

SHRM Member Events in 2016:
*Small Business Administration/Dept.
of Labor Regional Roundtables*

- Louisville, KY (July 16)
- Washington, D.C. (July 22)
- New Orleans, LA (August 12)





SHRM Advocacy Strategy: Member Engagement and Advocacy

Dept. of Labor Comments Strategy

- SHRM Comment Letter to DOL
 - SHRM State Councils
 - SHRM Chapters
- Individual SHRM Comments
- Member Communications to Congress



September 4, 2015

Ms. Mary Ziegler, Director
Division of Regulations, Legislation, and Interpretation
Wage and Hour Division
U.S. Department of Labor, Room S-3502
200 Constitution Avenue NW
Washington, DC 20210

Re: RIN 1235-AA11; Defining and Delimiting the Exemptions for Executive, Administrative, Professional, Outside Sales and Computer Employees; Proposed Rule

Dear Ms. Ziegler,

The Society for Human Resource Management (SHRM) is pleased to submit these comments in response to the notice of proposed rulemaking published in the *Federal Register* by the Department of Labor's (DOL's) Wage and Hour Division (WHD) on July 6, 2015.¹ The proposal seeks to revise the regulations implementing the Fair Labor Standards Act's (FLSA's) exemption for executive, administrative, professional, outside sales, and certain computer employees.

In addition to SHRM, these comments are endorsed by the SHRM affiliates listed on the signatory page. These affiliates include SHRM state councils and SHRM local chapters as well as the Council for Global Immigration ("CGI"). CGI is a nonprofit trade association and strategic affiliate of SHRM, comprised of leading multinational corporations, universities, and research institutions committed to advancing the employment-based immigration of high-skilled professionals.

While SHRM would support a reasonable increase to the rule's minimum salary threshold, the proposed level is too high. In addition, we do not support the proposal to automatically adjust salary levels under the rule. We support the position taken in the proposal to refrain from making any changes to the existing duties test, although we express serious concern

¹ Defining and Delimiting the Exemptions for Executive, Administrative, Professional, Outside Sales and Computer Employees; Proposed Rule, 80 Fed. Reg. 38,515.

Recent Developments

Department of Labor Local Roundtables 2018/2019

SHRM members participated in local conversations hosted by DOL:

- Atlanta, GA (September 7)
 - Seattle WA (September 11)
 - Kansas City, MO (September 13)
 - Denver, CO (September 14)
 - Providence, RI (September 24)
 - Washington, D.C. (Oct. 15)
-
- Tampa, FL (April 4)
 - Washington, D.C. (April 11)
 - Mobile, AL (April 30)

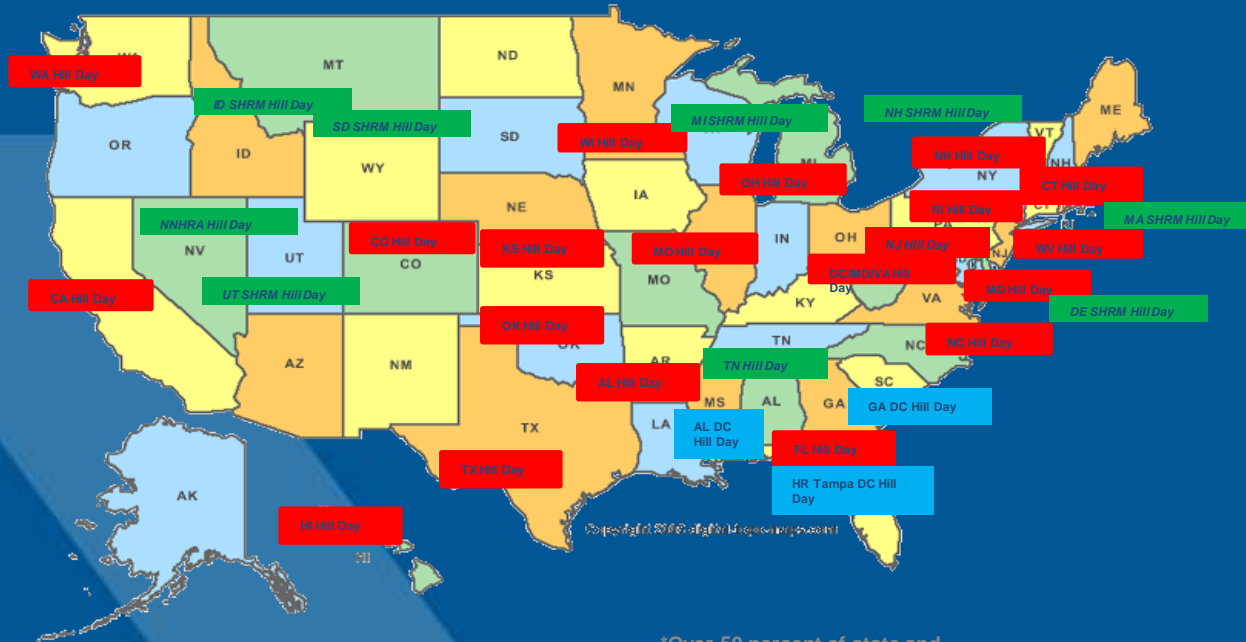
The screenshot shows the 'DOL Events Calendar' page. At the top, there is a red header with the United States Department of Labor logo and the text 'UNITED STATES DEPARTMENT OF LABOR'. Below the header, there is a search bar and social media icons for 'Engage' and 'Share'. The main content area is titled 'DOL Events Calendar' and features a section for 'UPCOMING EVENTS'. On the left, there is a calendar for September 2018 with dates 7, 11, 13, 14, 24, and 30 highlighted in blue. Below the calendar, there are two registration links: 'Register now for: OLM's Compliance Seminar in Utica MI' and 'Register now for: BLS Forum on the Healthcare Industry: Employment Pay Benefits and Prices'. On the right, there is a list of 'UPCOMING EVENTS' with the following details:

- 9/7/18: **WHD: Overtime Rule Listening Sessions**
Atlanta, GA
- 9/7/18: **WHD: Overtime Rule Listening Sessions**
Seattle, WA
- 9/7/18: **WHD: Overtime Rule Listening Sessions**
Denver, CO
- 9/7/18: **WHD: Overtime Rule Listening Sessions**
Kansas City, MO
- 9/7/18: **WHD: Overtime Rule Listening Sessions**
Providence, RI

Rising Trend in HR Advocacy

State Advocacy Efforts

SHRM State Council/Chapter Advocacy Efforts



*Over 50 percent of state and chapter partners host state lobby days

Want the Ultimate Advocacy Experience?

Come to the Nation's Capital to further build
relationships



Want the Ultimate Advocacy Experience?

ATTEND

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PROGRAM

Session Information

SPEAKERS

Keynote & Concurrent

ADVOCACY

Hill Visit

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Information

SOLD OUT

EMPLOYMENT LAW & LEGISLATIVE CONFERENCE

March 18 - 20, 2019

This event is now sold out. Sneak peek: [Register for 2020](#) at special preview rates now!

SOLD OUT

Why Attend?

Want the Ultimate Advocacy Experience?



elevate

SHRM Volunteer Leaders' Summit

November 15 - 17, 2018

Gaylord National Resort & Convention Center

Washington, DC Metro Area

Moving Forward...

*How Would You Like to Interact with Your Legislator
this Year?*

Current 2019 Congressional Recess Schedule

- ~~Martin Luther King, Jr. Work Period (Jan. 21-25)~~
- ~~President's Day Work Period (Feb. 18-22)~~
- ~~Spring Work Period (March 18-22)~~
- ~~Spring Work Period (April 15-26)~~
- Memorial Day Work Period (May 27-31)
- Independence Day Work Period (July 1-5)
- **August Recess Work Period (August 5-Sept. 6)**
- Columbus Day Work Period (Sept. 30-Oct. 14)
- Veterans Day Work Period (Nov. 11)
- Thanksgiving Work Period (November 25-29)
- December Work Period (Dec. 16-31)



Annual A-Team Event Calendar

Congressional District Work Days

A-Team Quarterly Planning Webinars

SHRM Advocacy Events in Washington, D.C.

Social Media Engagement Opportunities



2019 A-Team Events Calendar

*Please note: Dates are subject to change depending on congressional activity.

January							February							March							
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	
		1	2	3	4	5						1	2						1	2	
6	7	8	9	10	11	12	3	4	5	6	7	8	9	3	4	5	6	7	8	9	
13	14	15	16	17	18	19	10	11	12	13	14	15	16	10	11	12	13	14	15	16	
20	21	22	23	24	25	26	17	18	19	20	21	22	23	17	18	19	20	21	22	23	
27	28	29	30	31			24	25	26	27	28	29	30	24	25	26	27	28	29	30	
														31							
April							May							June							
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	
		1	2	3	4	5					1	2	3	4							1
7	8	9	10	11	12	13	5	6	7	8	9	10	11	3	4	5	6	7	8		
14	15	16	17	18	19	20	12	13	14	15	16	17	18	10	11	12	13	14	15		
21	22	23	24	25	26	27	19	20	21	22	23	24	25	16	17	18	19	20	21	22	
28	29	30					26	27	28	29	30	31		23	24	25	26	27	28	29	
														30							
July							August							September							
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	
	1	2	3	4	5	6					1	2	3	1	2	3	4	5	6	7	
7	8	9	10	11	12	13	4	5	6	7	8	9	10	8	9	10	11	12	13	14	
14	15	16	17	18	19	20	11	12	13	14	15	16	17	15	16	17	18	19	20	21	
21	22	23	24	25	26	27	18	19	20	21	22	23	24	22	23	24	25	26	27	28	
28	29	30	31				25	26	27	28	29	30	31	29	30						
October							November							December							
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	
		1	2	3	4	5						1	2	1	2	3	4	5	6	7	
6	7	8	9	10	11	12	3	4	5	6	7	8	9	8	9	10	11	12	13	14	
13	14	15	16	17	18	19	10	11	12	13	14	15	16	15	16	17	18	19	20	21	
20	21	22	23	24	25	26	17	18	19	20	21	22	23	22	23	24	25	26	27	28	
27	28	29	30	31			24	25	26	27	28	29	30	29	30	31					

Calendar Key

Congressional District Work Days (anticipated)

A-Team Quarterly Planning Webinar

SHRM/A-Team Social Media Events

SHRM Advocacy Events in Washington, D.C.



Get Involved!

Get to KNOW Your AK Members of Congress

- Take time to research your new lawmakers (local, state, federal).
- Brush up on SHRM's key legislative issues of focus for 2019.
- Do you know where your lawmakers stand on key workplace issues?
- Think about how you can contribute locally. *Contact SHRM if you want to connect with your appointed Advocacy Captain.*





Looking Ahead: SHRM Chapters

Use Chapter gatherings and network as a way to strengthen your local advocacy efforts and leadership on behalf of the profession

- Invite an elected official to an upcoming Chapter meeting.
 - *Use the opportunity to deliver SHRM's 2019 Public Policy Issues Guide.*
 - *Use the meeting as a forum to discuss workplace issues of concern, opportunities for your community.*
 - *Ensure it is a non-partisan event! Public officials appreciate any opportunity to talk to voters.*
- Reach out to SHRM to get public policy materials, A-Team brochures, branded giveaways, etc.
- Use Chapter meetings as a way to bolster awareness of SHRM's A-Team and build your local engaged advocate network. *It's never too soon to start!*
- Share your efforts with your members, SHRM and even your SHRM State Council. SHRM can help you craft a newsletter piece, social media content, assist with blog posts, etc.



SHRM A-Team



Get involved today!



QUESTIONS?

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