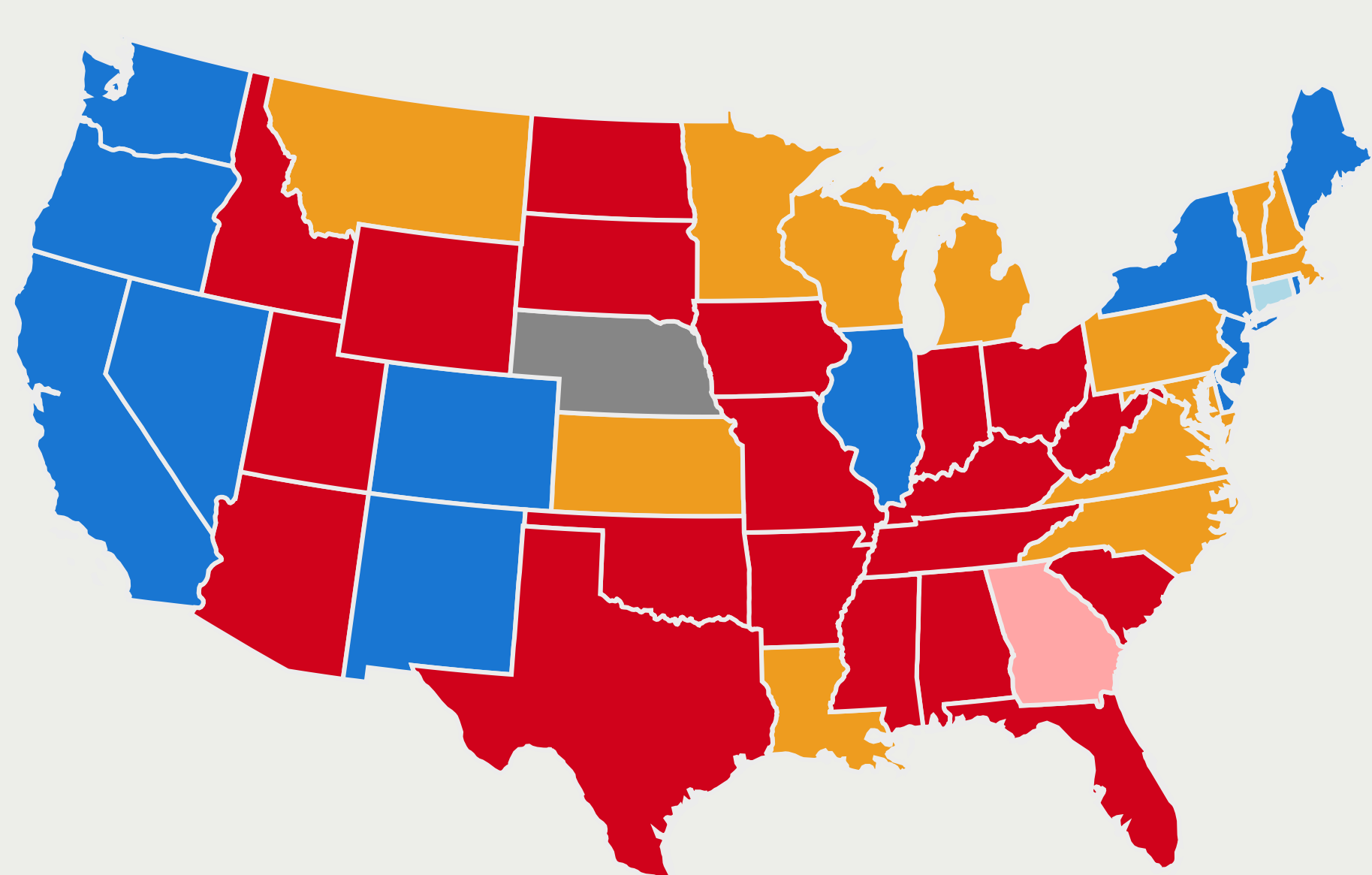


#Midterms2018

LET'S GET TO WORK

With Congress divided, no clear mandate for either party, and a wealth of new faces in all levels of government - it is imperative for business-leaders and HR to proactively welcome the incoming Congress, educating new legislators about all matters work.



■ Republicans ■ Leaning Republican
■ Democrats ■ Leaning Democratic
■ Split ■ Nonpartisan

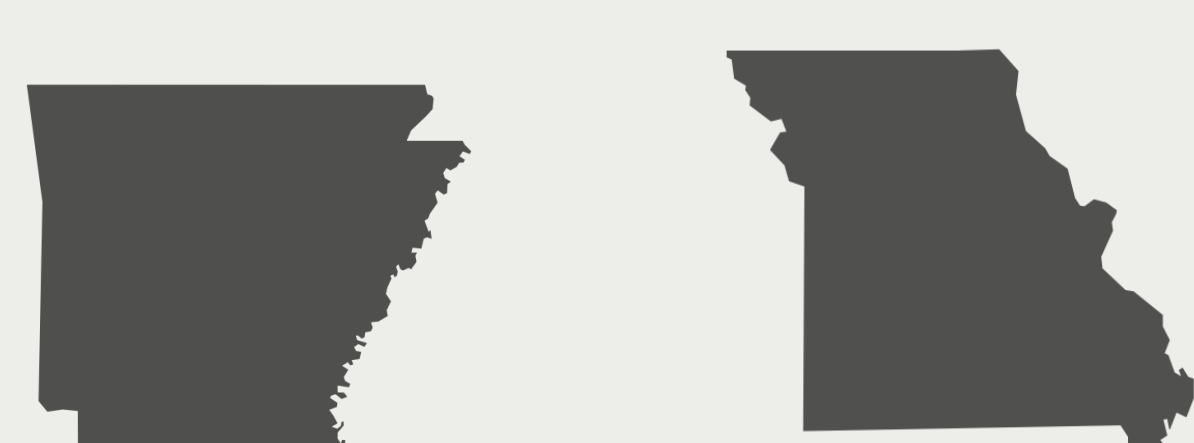
DEMOCRATIC GAINS TO IMPACT STATE WORKPLACE POLICIES

New Democratic majorities in ME, NY, NM, NV, CO, and IL will pursue workplace policies in 2019, including mandated leave and predictable scheduling.

Given the immense change at the state level and less change than predicated at the federal level, states will capitalize on gridlock in Congress by actively introducing new workplace legislation.

Maintaining an open dialogue about key issues will be essential for progress on workplace policy.

Ballot issues that will impact at the state level



Arkansas and Missouri
increase minimum wage



Michigan legalizes
recreational marijuana



Utah and Missouri
legalize medical marijuana

Issues that will impact work, workers, and the workplace

SHRM-workplace experts weigh in on 5 hot topics post-election

Workplace Immigration

In a split Congress, HR must put its stamp on issues like access to talent, protecting U.S. workers, closing the skills gap and the necessary tools to hire a legal workforce. While comprehensive reform, DACA and border security funding will make headlines next year, the Trump administration will focus on visa enforcement and regulations that could restrict visa usability. SHRM will advocate for access to global talent for immigration compliant employers while protecting U.S. workers, an efficient and predictable immigration system and a fully electronic and integrated I-9 and E-Verify system.



Rebecca Peters
Director, Congressional
Affairs Immigration
Policy

Workforce Development

With young-adult turnout surging in early voting, will House Democratic leaders repay Millennial employees with employee-friendly policies? Absolutely. Look for Democrats to put a premium on pro-union proposals that will face stiff opposition from Senate Republicans and President Trump. This presents an opportunity for HR to educate key decision-makers on policies that strengthen employer-provided educational assistance, apprenticeship programs and other initiatives that facilitate employer investment in workforce development and training.



Patrick Brady
Director, Congressional
Affairs Employment and
Labor Policy

Workplace Equity

House legislation will likely focus on gender equity including pay equity and prohibitions on the use of salary history in hiring. Pressure from #MeToo will lead to democratic proposals to limit the use arbitration and non-disclosure agreements. We will likely see the Employee Nondiscrimination Act focused on sexual orientation and gender identity revived. This presents a golden opportunity for HR to bring solutions around positive workplace cultures to the discussion.



Nancy Hammer
Vice President,
Regulatory Affairs and
Judicial Counsel

Workflex and Paid Leave

Record numbers of women and young people helped propel democrats into the House majority – two groups that could benefit most from congressional action on paid leave and more workflex options. Does this mean paid leave could become a reality in the 116th Congress? Not so fast. While House democrats will likely champion paid sick leave mandates and a social insurance program for paid family leave, these proposals face significant hurdles in the Senate. That said, SHRM will continue to advocate for the Workflex in the 21st Century Act to provide both paid leave and workflex options – a modern proposal that benefits workers, work and the workplace.



Lisa Horn
Vice President,
Congressional Affairs

Healthcare

8 years after the Affordable Care Act (ACA) and health care remains a top voter issue, pivotal to democrats clinching the majority in the House. If congressional action stalls, there will be a flurry of state health care initiatives. SHRM will work to strengthen employer-provided health care coverage, including the preservation of the federal Employee Retirement Income Security Act (ERISA) that allows for common benefit plans across state lines. HR will inform policy makers of the strategic use of benefits to recruit and retain talent and the need to preserve ERISA.



Chatrane Birbal
Director, Congressional
Affairs Health &
Employee Benefits Policy

A Must-Attend
Advocacy Event

An executive breakdown of the complex legal landscape that affects the workplace.

2019

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