SHRM Advocacy Team: Shaping HR Public Policy

Meredith Nethercutt, Senior Associate, Member Advocacy
A-Team Director

September 21-22, 2016
SHRM and Advocacy

@SHRMATeam
SHRM: Who We Are, Where We Stand

- SHRM has roughly **285,000+** 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)
- Of the **535** Members in Congress, only **4** come from an HR background
Last Midterm Elections = New Members of Congress w/ HR Background

Sen. Joni Ernst (R-IA)  
former HR assistant

Rep. Gwen Graham (D-FL)  
former employee relations director

Rep. Brenda Lawrence (D-MI)  
former HR investigator

Sen. Michael Enzi (R-WY)  
former SHRM member
Key Issues

- Labor and Employment
- Immigration Reform
- Tax reform / Retirement Security
- Civil Rights
- Health Care
- Workplace Flexibility

SHRM and Advocacy

Member Advocacy

Federal Public Policy

State Public Policy

Regulatory / Judicial Affairs
Recent SHRM Advocacy Highlights

2015: A Banner Year for SHRM Advocacy Efforts

- Fighting Extreme Changes to Overtime Rules
- Delaying the Excise Tax on Employer-Sponsored Health Care Benefits
- Preventing Debarment of Federal Contractors
- Growing SHRM’s Advocacy Team (A-Team) Ranks
- Moving the Needle on Critical Workplace Policy: Record Number of A-Team Meetings with Legislators
How to Get Started in Advocacy on Behalf of the Profession
*Using Multiple Advocacy Tactics are Better at “Breaking Through the Dam” than Using Only One*

- Sending an email/letter
- Phone call
- Posting on social media
- Constituent visit (DC, district)
- Attending a local meeting
You can be engaged and make a difference in:
• 60 seconds
• 2 minutes
• 1 hour
• 3 days
What is the SHRM Advocacy Team?

- 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

8,400+ active A-Team members
What is the SHRM Advocacy Team?

The SHRM A-Team, made up of thousands of HR professionals, is a critical part of SHRM’s enhanced member advocacy initiative, working to advance the interests of the HR profession and communicate the HR perspective on workplace issues in Washington and state legislatures across the country.

SHRM’s Advocacy Team (A-Team)

Two main levels of involvement:

1. HR Advocate
2. Advocacy Captain
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

INTERESTED IN BECOMING AN HR ADVOCATE?

In addition to HR professionals serving as Advocacy Captains in each of the 435 congressional districts across the country, the SHRM Advocacy Team is actively seeking “HR Advocates” to support ongoing policy initiatives.

HR’s voice needs to be heard. As advocates for the HR community, SHRM members understand and can communicate how public policy issues may affect employees and employers. By working together (Advocacy Captains and HR Advocates), HR professionals can help advance effective workplace public policy and strive to move the profession forward.

What Does An HR Advocate Do?
The role of the HR Advocate is a volunteer opportunity and there is no formal appointment process and or term limit. HR Advocates support their Advocacy Captain within the district and to coordinate and collaborate with other HR professionals in the state when the need for in-district advocacy arises.

Key duties and responsibilities of an HR Advocate include, but are not limited to:

- Collaboration and coordination with your state’s Advocacy Captain to serve as a contact in your
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 CAPTAIN

Interested In Becoming An Advocacy Captain?
The SHRM Advocacy Team is looking to establish an Advocacy Captain in each of the 435 congressional districts across the country. Advocacy Captains are committed volunteers who serve as the “go-to” people for lawmakers and their staffs on workforce-related issues.

What Does An Advocacy Captain Do?
The role of the Advocacy Captain is to serve as the face of HR within the district and to act as the point of contact for SHRM’s Government Affairs Team when the need for in-district advocacy arises.

Volunteer leaders within the SHRM Advocacy Team play a vital role in advocating the HR perspective on workplace public policy issue. Key duties and responsibilities of an Advocacy Captain include, but are
Advocacy Captain:

What are the benefits of being an Advocacy Captain?

In addition to enhancing the visibility of HR among policymakers, becoming a member of the SHRM Advocacy Team extends to you a rare chance to expand your professional opportunities and help shape public policy impacting the workplace. Among the many benefits of serving as an Advocacy Captain, you can:

• Lead SHRM's efforts at the community level as a critical link between SHRM and elected leaders, local media and key allies in your community;
• Help shape workplace policy and a productive workforce by ensuring federal and state policymakers understand the vital role that HR plays in today's workforce;
• Participate in quarterly training/public policy opportunities like exclusive webinars, conference calls, meetings and more;
• Enhance your core competency; demonstrate your commitment to your employer, the profession and SHRM; develop communications and networking skills, understanding of timely industry issues and keen insight into how federal and state policy shapes our profession; and
• Earn credits that can be applied toward your continuing education or re-certification as an HR professional.
Advocacy Captain:

Do I qualify to be an Advocacy Captain?

In order to be an Advocacy Captain, we ask that you:

- Must be a SHRM member in good standing.
- Strong preference for prior or current experience as an HR professional.
- Must live within the congressional district he/she is representing as an Advocacy Captain.
- Appointment is made by SHRM with input from state councils and chapter representatives, among others.
- Dedicate at least one year to Advocacy Captain service. *It is advisable that an individual serves in this position for a multiple-year term.*
- SHRM's Government Affairs Department stands ready to assist you in making this effort a success. We can work with you and your colleagues to communicate effectively with your legislators, engage local media and network with leading community-based organizations in your congressional district.

For more information or to volunteer to be an Advocacy Captain, please email Ateam@shrm.org.
# Current A-Team Advocacy Captain State Needs

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</tr>
</thead>
<tbody>
<tr>
<td>Alabama</td>
<td>Complete</td>
<td>Alaska</td>
<td>Complete</td>
<td>Arizona</td>
<td>Needs 3 (9)</td>
<td>Arkansas</td>
<td>Complete</td>
<td>California</td>
<td>Needs 14 (53)</td>
</tr>
<tr>
<td>Colorado</td>
<td>Complete</td>
<td>Connecticut</td>
<td>Complete</td>
<td>Delaware</td>
<td>Complete</td>
<td>Florida</td>
<td>Need 6 (27)</td>
<td>Georgia</td>
<td>Complete</td>
</tr>
<tr>
<td>Hawaii</td>
<td>Needs 2 (2)</td>
<td>Idaho</td>
<td>Complete</td>
<td>Illinois</td>
<td>Needs 7 (18)</td>
<td>Indiana</td>
<td>Needs 2 (9)</td>
<td>Iowa</td>
<td>Needs 2 (4)</td>
</tr>
<tr>
<td>Kansas</td>
<td>Complete</td>
<td>Kentucky</td>
<td>Complete</td>
<td>Louisiana</td>
<td>Needs 4 (6)</td>
<td>Maine</td>
<td>Complete</td>
<td>Maryland</td>
<td>Complete</td>
</tr>
<tr>
<td>Montana</td>
<td>Complete</td>
<td>Nebraska</td>
<td>Complete</td>
<td>Nevada</td>
<td>Needs 1 (4)</td>
<td>New Hampshire</td>
<td>Complete</td>
<td>New Jersey</td>
<td>Needs 8 (12)</td>
</tr>
<tr>
<td>Oklahoma</td>
<td>Needs 3 (5)</td>
<td>Oregon</td>
<td>Complete</td>
<td>Pennsylvania</td>
<td>Needs 9 (18)</td>
<td>Rhode Island</td>
<td>Complete</td>
<td>South Carolina</td>
<td>Complete</td>
</tr>
<tr>
<td>South Dakota</td>
<td>Complete</td>
<td>Tennessee</td>
<td>Needs 5 (9)</td>
<td>Texas</td>
<td>Needs 14 (36)</td>
<td>Utah</td>
<td>Needs 1 (4)</td>
<td>Vermont</td>
<td>Complete</td>
</tr>
</tbody>
</table>

**540 Current Advocacy Captains**

![SIRM Logo](image)
<table>
<thead>
<tr>
<th>District</th>
<th>Member of Congress</th>
<th>District Office Location(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>14</td>
<td>Rep. Joseph Crowley</td>
<td>Queens, Bronx</td>
</tr>
<tr>
<td>15</td>
<td>Rep. Jose Serrano</td>
<td>Bronx</td>
</tr>
<tr>
<td>18</td>
<td>Rep. Sean Patrick Maloney</td>
<td>Newburgh</td>
</tr>
<tr>
<td>21</td>
<td>Rep. Elise Stefanik</td>
<td>Watertown, Glens Falls, Plattsburgh</td>
</tr>
<tr>
<td>22</td>
<td>Rep. Richard Hanna</td>
<td>Utica, Binghamton</td>
</tr>
<tr>
<td>23</td>
<td>Rep. Tom Reed</td>
<td>Corning, Geneva, Ithaca, Jamestown, Olean</td>
</tr>
</tbody>
</table>
Tiffany Bloyer with Franklin County Government before OMB meeting on overtime rule

Join SHRM’s A-Team!

Are you interested in becoming an Advocacy Captain for the SHRM Advocacy Team? Here’s a brief “Job Description.”

Advocacy Captains will recruit and coordinate fellow SHRM members to participate in advocacy efforts, coordinate and attend meetings with local elected officials, and reach out to like-minded community organizations to educate them about SHRM and its public policy priorities. You must be a SHRM member in good standing and a practicing (or former) HR professional. HR certification is highly desirable.

Contact Us:
1800 Duke Street, 5th Floor
Alexandria, Virginia 22314
Phone US: (800) 283-SHRM
Phone International: +1 (703) 548-3440

How SHRM Can Help You Engage
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!
Through SHRM’s Advocacy App, You Can:

- Immediately take action on alerts using SHRM-provided templates
- Connect to your state and federal lawmakers
- Access SHRM A-Team Information
- Quickly submit lawmaker meeting or event feedback
- Engage with lawmakers and fellow HR professionals on social media
- View legislative issue information on workplace issues
- Stay up-to-date on all legislative updates facing the workplace

*Please be sure to accept push notifications*
How SHRM Can Help Your Advocacy Efforts:

• SHRM’s HR Policy Action Center is your interactive online advocacy action center
• Provides sample letters on issues to your members of Congress
• Offers access to congressional key votes on HR issues
• Provides sample op-eds to media outlets and other media materials
• SHRM’s issue toolkits contain talking points, issue background and status updates
Ways to Be Effective

Engage with lawmakers over social media
# Social Media and Congress

## Importance of Social Media Tools for Communicating with Constituents

*Figure 8*

<table>
<thead>
<tr>
<th>Social Media Tool</th>
<th>Importance of Communicating Member’s Views</th>
<th>Importance of Understanding Constituents’ Views</th>
</tr>
</thead>
<tbody>
<tr>
<td>Facebook</td>
<td>20%</td>
<td>54%</td>
</tr>
<tr>
<td></td>
<td>8%</td>
<td>56%</td>
</tr>
<tr>
<td>YouTube</td>
<td>20%</td>
<td>52%</td>
</tr>
<tr>
<td></td>
<td>4%</td>
<td>30%</td>
</tr>
<tr>
<td>Twitter</td>
<td>12%</td>
<td>39%</td>
</tr>
<tr>
<td></td>
<td>4%</td>
<td>38%</td>
</tr>
<tr>
<td>Member’s Blog</td>
<td>10%</td>
<td>29%</td>
</tr>
<tr>
<td></td>
<td>3%</td>
<td>31%</td>
</tr>
<tr>
<td>MySpace</td>
<td>4%</td>
<td>6%</td>
</tr>
<tr>
<td></td>
<td>1%</td>
<td>8%</td>
</tr>
</tbody>
</table>

*Question was asked only of senior managers and communications staffers. Their responses are aggregated (n=138).*
During a #claireoncampus tour stop at Missouri State University, Claire chats with Springfield students who are registering to vote and strongly encourages them to stay engaged and involved.
Members of Congress & Twitter

Few Strangers on the Hill
Vast Majority of Congress is on Social

Members of Congress on Twitter

449 Members of 113th Congress (84%) joined Twitter between April 2007 and March 2012*

498 Members of 113th Congress (93%) on Twitter as of July 2013

Twitter Ranking, 112th Congress

<table>
<thead>
<tr>
<th>Influence</th>
<th>Engagement</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Popularity</th>
<th>Trust</th>
</tr>
</thead>
</table>

Twitter rankings determined by Edelman TweetLevel on 12/31/12

Analysis only reflects the date of the first Twitter account established.

Follow Your Member of Congress on Twitter, Facebook

Tweet Congress
@tweetcongress

Congress hase 500 elected officials communicating via Twitter. That's a long way from the 24 members in 2008. tinyurl.com/a8vk4d5

3:00 PM - 26 Feb 2013
SHRM A-Team retweeted
Cecilia @C6Cce - Jun 30
CALL TO ACTION! We must respond & share the true impact & concerns of new FSLA proposal #shrm15 #overtime @SHRMATeam

SHRM A-Team retweeted
Brenda Rushforth @q22q17 - Jun 30
Be sure to download the #SHRM Advocacy App. @SHRMATeam is going to need your personal story! #SHRM15

SHRM A-Team retweeted
Brenda Rushforth @q22q17 - Jun 30
Follow @SHRMATeam and #overtime. Stay up to speed! Don't let the rag shopping surprise you! #SHRM15
Don’t Forget! Follow SHRM’s Govt. Affairs Team on Twitter

@SHRM
@SHRMLobbystLisa
@SHRMBirbal
@KCntSHRMGA
@SHRMCAJason

@HammerSHRM
@SHRMKellyH
@SHRMA TEAM
@SHRMPAitken
@WhenWorkWorks
Ways to Be Effective

Meet in-person with your lawmaker
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
*Receive necessary approval from your employer to speak on behalf of your organization*

- Send meeting request (email, phone call) to your lawmaker (district office)
- Be PERSISTENT! Follow-up with the office is key
- Invite others to join you (A-Team members, HR peers, etc.)
- Once meeting is confirmed, research lawmaker positions on workplace issues of interest, current legislation
- Attend the meeting – and don’t forget to take a picture!
- Follow up with a “Thank You” note to the office, staffer(s)
- Fill out SHRM’s Legislative Meeting Form online at advocacy.shrm.org/through SHRM’s Advocacy App
- Share your pictures and/or key takeaways with SHRM, your chapter/state council, and on social media
- Share your stories with SHRM and others as an A-Team Blog post
### How helpful is it for messages from constituents to include the following?

<table>
<thead>
<tr>
<th>Answer Options</th>
<th>Response Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Information about the impact the bill would have on the district</td>
<td>91%</td>
</tr>
<tr>
<td>Constituent's reasons for supporting/opposing the bill or issue</td>
<td>90%</td>
</tr>
<tr>
<td>Personal story related to the bill or issue</td>
<td>79%</td>
</tr>
</tbody>
</table>

**Graph:**
- Information about the impact the bill would have on the district: 91%
- Constituent's reasons for supporting/opposing the bill or issue: 90%
- Personal story related to the bill or issue: 79%
Telling the HR Story

- “Hello, my name is [X] and I’m from [city]” (establishes you as a local constituent/voter)
- “I am here to talk to you about [key issue(s)]”
- “This is important to my organization/employer and employees because…” [personal HR story]
- “That’s why I really hope you’ll…” [make your legislative ‘ask’]
- Provide leave-behind materials, collect contact information to continue these relationships, conversations
- Take Pictures! Share over social media (if appropriate) – include your legislator as able (tag @SHRMATeam)
Don’t Stress About…

Legislative Process: How a Senate Bill Becomes a Law

<table>
<thead>
<tr>
<th>Bill Status</th>
<th>People Involved</th>
<th>Where</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bill is drafted</td>
<td>Senator, Representative, White House, State Legislatures, Organizations, Scholars, Constituents.</td>
<td>Office, library, I</td>
</tr>
<tr>
<td>Bill is introduced by Senator</td>
<td>Senator by way of the Parliamentarian</td>
<td>Senate Chamber</td>
</tr>
<tr>
<td>If no objection heard, bill is</td>
<td>Parliamentarian on behalf of Presiding Officer</td>
<td>Senate Chamber</td>
</tr>
<tr>
<td>considered read twice, and</td>
<td></td>
<td></td>
</tr>
<tr>
<td>referred to the appropriate</td>
<td></td>
<td></td>
</tr>
<tr>
<td>committee</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bill is entered on the Senate</td>
<td>Journal Clerk</td>
<td>Senate Chamber</td>
</tr>
<tr>
<td>Journal</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bill is given a number</td>
<td>Bill Clerk</td>
<td>Bill Clerk’s Offi</td>
</tr>
<tr>
<td>Bill is entered into ledgers and</td>
<td>Bill Clerk</td>
<td>Bill Clerk’s Offi</td>
</tr>
<tr>
<td>the Legislative Information</td>
<td></td>
<td></td>
</tr>
<tr>
<td>System</td>
<td></td>
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</tbody>
</table>
Items to Remember:

✓ You are the constituent

✓ You are the expert – you deal with these issues on a daily basis and realize their real-world implications

✓ Few members of Congress and state legislators have an HR background

✓ **Use personal workplace experiences that relate to issues**

✓ It’s OK to say you don’t know the answer to any questions and that you will follow up after the meeting
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

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.
FEEDBACK FORM

Thanks for providing us with this information on your advocacy activity. Your information is crucial to our efforts.

Please provide your contact information below, then click "Proceed".
(* indicates required field)

Prefix
Select...

First* Last*

Email*

Address*

City*

State* ZIP* ZIP + 4

Select...

Phone
Fax

Remember Me! (what's this?)

Proceed

FIND YOUR ELECTED OFFICIALS

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

Download it here

SHRM’S 2016 GUIDE TO PUBLIC POLICY ISSUES

advocacy.shrm.org
SHRM Advocacy App:
Quickly Enter Visit Feedback

SHRM Makes it Easy to Report Back

Event Feedback
- District Meeting
- Town Hall
- Fly-in
Current 2016 Recess Schedule

- **August Recess**
  - House: (July 15-September 6)
  - Senate: (July 18-September 5)
- **Campaign Work Period**
  - House: (Sept. 30-Nov. 14)
  - Senate: (Oct. 7-Nov. 14)
- Thanksgiving (November 21-25)
- December holidays (December 19-31)

New Hampshire A-Team members met with Sen. Jeanne Shaheen’s (D-NH) office to discuss key HR issues during recent August recess advocacy efforts.
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 or meeting with the legislator at his or her legislator's office in their district.
DAY INSIDE THE BELTWAY (DITB)

Visit To Capitol Hill

The Day Inside the Beltway (DITB) program provides SHRM members the unique opportunity to travel to the Nation’s capital for a day of legislative and regulatory meetings and briefings. Activities include meeting with the staff at SHRM’s headquarters in Alexandria, Virginia, where staff briefs the members on the issues they will be discussing during their visits to Capitol Hill, as well as how to conduct an advocacy meeting with a legislator or their staff.

SHRM’s Government Affairs staff will pre-arrange your meetings on Capitol Hill, as well as accompany you on your visits. Meetings are scheduled for you to visit the offices of your two Senators, as well as your member of the House of Representatives.

The DITB provide a great opportunity for you to advocate on behalf of SHRM and the HR profession, to learn more about the political process, and to have a real impact on the public policy debate involving critical HR issues.

Planning For A DITB Visit To Washington, DC

FIND YOUR ELECTED OFFICIALS

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

SEND US FEEDBACK

Tell Us About Your Hill Meeting

EMPLOYMENT LAW & LEGISLATIVE CONFERENCE
SAVE THE DATE MARCH 23-25, 2015

REASONS TO ATTEND:
• SHRM Member Visits in Washington, D.C. (Days Inside the Beltway)
• SHRM Member In-District Meetings
• SHRM Capitol Hill Day Visits
Approximately 50 percent of state and chapter partners host state legislative events
2016: A Significant Year for HR Advocacy
• Built on the excitement and spirit of the Annual Conference to energize the membership to become involved in the public policy process.

• Highlighted SHRM’s Principles – which serve as the foundation for SHRM’s public policy agenda.

• Engaged the SHRM A-Team and key volunteers to be SHRM ambassadors who demonstrate the expertise and value that HR professionals provide related to workplace issues.
5 Reasons SHRM Participates in the Political Conventions

1. **One and Only Advocate for the Profession** - SHRM was recognized as the only HR organization participating in the Political Conventions.

2. **Thought Leadership** – Provides opportunities to demonstrate thought leadership and exclusive access to decision makers—Democrats, Republicans, the future President.

3. **Brand Awareness** - Expands brand awareness nationally to key stakeholders (including through new member acquisition) and elevates SHRM’s current reputation.

4. **Member Engagement** – Allowed SHRM to actively engage members in Philadelphia, New Jersey and Cleveland through exclusive SHRM-member events that highlighted SHRM’s public policy priorities.

5. **Build the A-Team** - Continued to provide opportunities for the SHRM A-Team to grow and thrive!
2016 ELECTION MAP

From The Smallest Local Election To The White House, It Really Is Critical For HR Advocates To Be Aware Of Voting Laws And Races In Your State, And Educated On How You Can Be Active On Or Before Election Day.

HR: GET TO KNOW YOUR CANDIDATES FOR OFFICE

Take advantage of SHRM’s Candidate Lookup tool to research your area races and candidates for office as you prepare to cast your vote this election season. As you interact with candidates leading up to Election Day in November, encourage them to learn about the many workplace issues you face as an HR professional.

HR: REGISTER TO VOTE

With workplace issues at the forefront of the national debate this 2016 election season, the HR community must engage in the electoral process. Make sure you, your organization and your employees utilize SHRM’s fast and user-friendly election resources to ensure you are registered and able to cast your vote on Election Day, November 8.
Make Sure You are Prepared for Election Day

Election Day

November 8, 2016
Public Policy Blogs By SHRM Members

Equal Pay Day - What April 14th Means For HR Professionals
Society for Human Resource Management
April 14, 2015

No, it’s not just the day before Tax Day. Interestingly enough, today is another day with relevance to HR. According to the National Committee on Pay Equity, April 14th is called “Equal Pay Day” in order to raise public awareness around the importance of compensation equity in the workplace.

According to the Bureau of Labor Statistics, in 2013 women who were full-time workers had median weekly earnings of $706, which is about 82 percent of the median weekly earnings of male full-time workers ($860). While certain stakeholders might disagree, the question is whether this wage difference between women and men is attributable to discrimination, legitimate pay practices or other dynamics.

Read more »

Why Should HR Advocacy Matter To Californians?
Society for Human Resource Management

Why Should HR Advocacy Matter to Californians?
2016 A-Team Calendar

Congressional District Work Days

A-Team Quarterly Planning Webinars

SHRM Advocacy Events in Washington, D.C.

2016 Election Key Dates

SHRM/A-Team Social Media Events
Let’s Create an HR Movement!

First Follower: Leadership Lessons from Dancing Guy

https://www.youtube.com/watch?v=fW8amMCVAJQ
Let’s Create an HR Movement!

First Follower: Leadership Lessons from Dancing Guy

https://www.youtube.com/watch?v=fW8amMCVAJQ
Meredith Nethercutt
Senior Associate, Member Advocacy and A-Team Program Director
Society for Human Resource Management

**Phone:** 703-535-6417  
**Email:** Meredith.Nethercutt@shrm.org

@SHRMATeam
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<thead>
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