

January 24, 2023

Dear Senators and Representatives,

On behalf of [HR Policy Association](#), welcome to the 118th Congress! The Association stands ready to work with you to develop pragmatic solutions and forward-thinking workplace public policies to address the most important issues facing the nation's employers and their employees.

HR Policy Association is the leading organization representing the Chief Human Resource Officers (CHROs) of the largest corporations doing business in the United States and globally. Collectively, the Association's more than 400 member companies employ more than ten million employees in the United States—nearly nine percent of the private sector workforce—and 20 million employees worldwide. The Association brings CHROs together to discuss and advocate for improvements in human resource policy and practices, and to pursue initiatives that promote job growth, employment security, and competitiveness.

As the 118th Congress convenes and begins working towards the development of legislative proposals, the Association would like to highlight the following issues that are of particular importance to our member companies.

- **Paid Family and Medical Leave** - The Association's member companies understand the importance of paid family and medical leave and have experience and expertise with the implementation of these benefits. As you pursue legislative text, we urge you to consider some of the [issues and questions](#) we are hearing from our members related to a national federal paid FMLA program.
- **Health Care Affordability and Prescription Drug Prices** - Rising prescription drug and hospital prices continue to be top concerns for our members. As such, we support increasing transparency throughout the prescription drug supply and reducing anti-competitive practices through patent reform and prohibiting all-or-nothing contract clauses. The Association also believes all Americans should have access to affordable high-quality healthcare benefits and we look forward to working with Congress to modernize health plans that accompany health savings accounts to provide pre-deductible coverage for primary care, chronic disease management, and access to onsite clinics.
- **Behavioral Health** - The Association appreciates Congress extending the ability for employees to continue to utilize telehealth benefits through 2024 as telehealth is critically important for timely access to behavioral health providers and services. We encourage you to permanently expand employee access to telemedicine, including enabling employers to offer a telehealth service plan to all employees regardless of their enrollment in the employer's medical coverage. We look forward to working with Congress to improve access without creating unintended problems.
- **Non-compete Agreements** - A proposed rule to ban non-compete agreement has been published in the Federal Register by the Federal Trade Commission. We believe that non-compete clauses, when used responsibly, can help companies protect vital investments in their employees, while ensuring the security of research and development, trade secrets, and institutional knowledge. As such, we oppose a blanket restriction on the use of non-compete clauses in employment agreements, especially at senior executive levels.
- **Workforce Development and Job Training** - According to the Association's [Workplace 2020 report](#), in the United States, employers pay for the bulk of formal and informal postsecondary workforce

education and training. As lawmakers continue to consider legislation to support the workforce, including workforce development, HR Policy encourages you to support employer-provided initiatives.

- **Data Privacy** - Large employers seek to maintain a culture of trust in the workplace while providing leading wages, benefits, and a safe work environment. Toward these ends employers collect and process information about workers that is essential for issuing pay checks, administering benefits—such as health insurance and paid leave—and withholding taxes. As Congress works on consumer privacy legislation, we encourage members to consider the inherent differences between employment-related and consumer data. Any federal consumer privacy legislation must be clear in its scope—focused on consumers.
- **Employment-based Immigration** - The Association along with our members encourage Congress to pass legislation that will create a pathway to citizenship for DACA recipients, young immigrants brought illegally into the U.S. as children. In addition, we encourage Congress to take action to support international STEM talent. DACA recipients and STEM talent fill key roles in organizations across the country, including in many HR Policy member companies. Congressional action is needed to help U.S. companies meet their critical workforce needs, especially as the nation is grappling with a workforce shortage crisis. In areas where such workers meet a workforce need, [wages increase](#) and new jobs are created, contributing to the U.S. economy.
- **Labor Law Reform** - Employee voice is critical in fostering positive workplace culture, productive work environments, and peaceful labor relations. Current federal labor law is based on an outdated, adversarial labor relations model pitting unions against employers that inhibits practical solutions to modern workplace issues. We encourage lawmakers to find solutions that embrace the future of work and allow for more creative and integrated labor relations paradigms prioritizing employee voice.
- **Contingent Workers** - The Association believes that independent contractors play a vital role in the American economy, and that the flexibility provided by contracting work arrangements provide numerous benefits for both workers and companies. The Association further acknowledges the necessity for greater protections for gig economy workers. Accordingly, the Association encourages legislation that would empower companies to provide benefits and protections for their contingent workers without unnecessarily creating an employer-employee relationship.

HR Policy Association looks forward to working with you in a bipartisan manner to enact legislation that will support both the U.S. workforce and employers. I am happy to arrange an in-person or virtual meeting with you and your respective staff to discuss the Association's work further, and I also encourage you to contact me by email at Cbirbal@HRPolicy.org with questions or requests for more information. Thanks in advance for your leadership and support on these issues.

Sincerely,



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CC: All Members of Congress