

**From:** [Harrison, Kenya M](#)  
**To:** [SHRM-L@georgiasouthern.edu](mailto:SHRM-L@georgiasouthern.edu)  
**Subject:** SHRM Government Affairs Quarterly News for SHRM Savannah  
**Date:** Tuesday, March 1, 2022 1:53:00 PM  
**Attachments:** [image001.png](#)

---

Good Afternoon SHRM Savannah!

I attended the SHRM National SHRM Government Affairs Quarterly Webcast today and below are some key takeaways from the meeting.

Have a great work week: ““Setting goals is the first step in turning the invisible into the visible” – Tony Robbins”

- Today Tuesday, March 1, President Biden will deliver his second State of the Union address to the nation. SHRM is hopeful the president will address key workplace policy concerns, including access to talent; workplace immigration; mental health; and child, adult, and dependent care – all of which affect work, workers, and the workplace.

As the voice of all things work, workers and the workplace, SHRM is hopeful the president will address the following concerns.

- Accessing talent: Thanks in part to the Great Resignation, employers are looking for solutions to hire, train and retain skilled employees to meet the demands of the global economy. In response to the labor-market mismatch and stalled progress on immigration reform, employers expect continued expenditures by the federal government on workforce development initiatives. The effectiveness of this spending in addressing employer labor-market needs largely depends on program design and employer engagement.
- Executive Branch actions: Employers must be ready for Executive Branch guidance, regulatory actions and policy changes that might alter the employer-employee landscape. The administration is likely to increase scrutiny of contract workers and arbitration agreements. We also expect the Department of Labor to continue efforts to shape COVID-19 vaccine and testing guidance for large employers, encourage organized labor and expand overtime eligibility in 2022.
- Navigating COVID-19: Public health officials are warning that COVID-19 is here to stay. Employers need solid guidance to address future variants, a changing guidance and public policy landscape, workplace protections and how to support a hybrid workforce. Long COVID is a workplace health issue that may have a lingering impact.
- Workplace immigration: During the pandemic, the federal government smartly eased rules regarding in-person validation of identities for work certification purposes, improving efficiency and maintaining security at the same time. HR professionals appreciated the flexibility and want to keep it. Employers are seeking permanent improvements to the overall flexibility and efficiency of the workplace immigration system.
- Mental health and wellness: Now more than ever, employers are allocating additional resources to address workplace mental health and wellness, especially in hybrid and remote work environments. As with previous periods of economic dislocation, workers are prone to drop out of the labor force entirely. This time around, mental health and addiction may drive

disability claims and increase scrutiny of health care coverage.

Kenya(Ken) M. Harrison  
Savannah SHRM Legislative Director  
SHRM Advocacy (A-Team) YOUR VOICE MATTERS!

