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Subject: SHRM Government Affairs Quarterly News for SHRM Savannah Q2 Quarterly Webcast
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Good Day All,

Here is a summation of the SHRM Government Affairs: Q2 Quarterly Webcast.

“Well done is a better than well said” Benjamin Franklin

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SHRM POLICY INITIATIVES

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Pregnant Workers Fairness Act (H.R. 1065/S. 1486)

The Pregnant Workers Fairness Act provides important workplace protections for pregnant workers. At the same time, it provides employers the flexibility and clarity they need to ensure pregnant employees can remain in the workplace.

In May, the House passed H.R. 1065 by a strong bipartisan vote of 315-101 and sent it over to the Senate for consideration.

DOL Wage & Hour Overtime Rule:

DOL's Wage and Hour Division is hosting regional listening sessions for employers in May and June to hear diverse views on possible updates to minimum wage and overtime exemptions for bona fide executive, administrative and professional employees. In September 2019, the DOL updated the overtime threshold to the current level of \$684 per week or \$35,568 a year. Last December, DOL announced its intentions to update minimum wage and overtime exemption. To date, SHRM volunteer leaders from the Northeast, Southeast, and Midwest regions have offered comment and feedback to the DOL.

USICA/America COMPETES Act:

A 107-member conference Committee, titled the *“Conference Committee on Bipartisan Innovation and Competition Legislation”* is currently reconciling the differences between the House and Senate proposals. The America COMPETES Act of 2022 includes a historic investment to surge production of American-made semiconductors, tackles supply chain vulnerabilities to make more goods in America, turbocharges America's scientific research and technological leadership, and strengthens America's economic and national security.

SHRM I-9 Modernization Campaign Leads to DHS Policy Extension

On April 25, the Department of Homeland Security (DHS) announced the extension of I-9 employment verification flexibilities until October 31. SHRM led organizations representing a broad spectrum of the business community in calling for the extension, as well as the issuance of regulations that will make these flexibilities permanent.

THE STRUGGLE IS REAL HR IS PART OF THE SOLUTION MENTAL HEALTH, THE WORKPLACE AND THE POWER OF HR RISING TO THE CHALLENGE

From Mental Health in America: A 2022 Workplace Report from SHRM, SHRM Foundation and Otsuka. SHRM survey of a sample of 1,050 working Americans from September 7 to September 13, 2021.

- As Americans increasingly deal with mental health challenges, including at work, the results are troubling for people, families and the organizations that count on them. HR is here to help.
- The Economic Cost: The World Health Organization estimates that the global economy has lost \$1 trillion due to anxiety and depression alone.
- Workers Need More: Meanwhile, 41% of HR professionals believe their organization does not currently offer enough support for employees' mental health care.
- Employers Step Up: To meet this growing need, nearly 78% of organizations currently offer workplace mental health resources or plan to offer such resources in the next year.
- HR Speaks Up: 94% of HR professionals believe organizations can improve the health of employees by offering mental health programs. They point to increased productivity, employee retention and attracting new talent as additional reasons to support mental health.
- Supervisors Step Up: Employees who are struggling with mental health challenges cite demonstrating empathy, encouraging them to take time off and offering remote or flexible work options as the top supportive responses from their managers.
- Team Spirit Counts: When their coworkers are aware that they are struggling with mental health challenges, employees cite demonstrating empathy and sharing mental health resources as the top supportive responses.

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