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To: SHRM-L@georgiasouthern.edu
Subject: SHRM Statement, Research on Workplace Impact of Dobbs Ruling
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Attachments: [image001.png](#)
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Good Day All,

Below is relevant information regarding recent regulative issues. I hope everyone can take the time over the holiday to relax and enjoy July 4th with friends and family. **“Take a deep breath...Inhale peace. Exhale happiness.” A.D. Posey**

- SHRM Chief of Staff and Head of Government Affairs Emily M. Dickens released a statement after the Supreme Court issued its decision overturning the Roe v. Wade and Planned Parenthood of Southeastern Pennsylvania v. Casey decisions.

“The majority opinion in Dobbs v. Jackson Women’s Health Organization will have an impact on the world of work,” Dickens said. “SHRM has mobilized to keep HR professionals and business leaders informed about the law, provide tools and resources to be compliant and offer the latest thinking on how to ensure employees have access to quality health care. Without having an opinion on whether abortion is right or wrong, we will continue to provide up-to-date resources so that employers are able to navigate the evolving landscape of health benefits.”

“Employers will need to continue following local, state and federal laws and regulations regarding abortion,” she continued. “Self-insured companies are subject to ERISA, the Employee Retirement Income Security Act, rather than state law. This provides broad flexibility in structuring health benefits. Some companies are announcing pre-emptive action to ensure workers have access to abortion services by increasing travel benefits to cover health care procedures. For example, new SHRM research shows that nearly a quarter of organizations agree that offering a health savings account to cover travel for reproductive care in another state will enhance their ability to compete for talent. But how these policies interact with state laws is unclear, and employers should be aware of the legal risks involved.”

Visit the SHRM Press Room for the complete statement and additional new research.

<https://www.shrm.org/ResourcesAndTools/hr-topics/>

- SHRM assembled a Featured Resource Page for navigating the Dobbs ruling in the workplace. SHRM Government Affairs also hosted a First-Word Alert Webcast for Advocacy Team members on June 27. A recording of that conversation is available now.
<https://event.on24.com/wcc/r/>
- The Wage and Hour Division (WHD) of the U.S. Department of Labor (DOL) announced <https://blog.dol.gov/2022/06/03/misclassification-of-employees-as-independent-contractors> it will issue a proposed rule after seeking feedback from employers to address the distinction

between independent workers and employees. During a WHD listening session for employers held on June 24, several SHRM members said the proposed rule should provide clarity that businesses may provide trainings, auditing and benefits that enhance the workplace for all workers without the risk of becoming the independent worker's employer. The Trump administration rule clarifying independent contractor status is currently in effect after being reinstated by a district court in the Eastern District of Texas in March. The Biden administration had delayed and ultimately withdrawn the Trump-era rule in 2021. SHRM opposed the withdrawal of the Trump-era rule because it provided clarity for HR professionals in establishing and maintaining independent worker compliance engagement and management practices.

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