

HR POLICY LEGAL COUNCIL

An advisory group responsible for generating greater impact in public policy litigation, as well as providing expert insight into policy areas of concern, especially those where litigation may be utilized.



Policy areas of great importance to HR Policy Association members—and the business community at large—are developing at an accelerating pace. Over the next several years, we expect this trend to continue as the Biden Administration takes shape, including the emergence of Democratic majorities at the NLRB and EEOC. We also expect increased regulatory activity in terms of enforcement, rulemaking, executive orders, and the potential for the enactment of new legislation. In light of these events, litigation is becoming an increasingly important public policy strategy for the business community and HR Policy Association in particular. To help respond to these challenges, the Association is establishing the HR Policy Legal Council.

By engaging some of the best legal minds in the country on workplace policy issues, HR Policy Association seeks to boost its ability to serve its members both in advocating for their interests and in enhancing their understanding of workplace policy developments

Role of the Group

The HR Policy Legal Council will play an ancillary role primarily complementing the work of the Association's member-led Future Workplace Policy Council (FWPC), which covers important labor/employment issues such as paid leave, pay equity, workplace discrimination, labor policy, joint employer/worker classification liability, data privacy, and immigration. The Legal Council will also be available to provide assistance to the Center On Executive Compensation and the American Health Policy Institute on an as-needed basis.

The HR Policy Legal Council will play an ancillary role primarily complementing the work of the Association's member-led Future Workplace Policy Council

The FWPC is composed primarily of senior officials and counsel within HR Policy member companies who are directly responsible for employee/labor relations and/or workplace regulation matters, including chief human resources officers, employment counsel, labor relations vice presidents, and chief privacy officers and their key

staff. More than 600 such individuals in companies from every industry and size represented in the Association participate in the Council. On an ongoing basis,

The Future Workplace Policy Council is composed of more than 600 individuals—mainly senior officials and counsel—within HR Policy member companies representing every industry and company size

they provide insight and guidance to the Association's public policy advocacy efforts, including through the Council's Advisory Board and issue-specific Working Groups.



The Legal Council will be chaired by the FWPC chair. In addition, an FWPC Litigation Working Group will be formed to consider recommendations by the Council.

LEGAL COUNCIL BENEFITS

Members will be invited to

- *Draft amicus curiae briefs and support other Association legal projects at negotiated rates*
- *Participate on HR Policy panels as issue experts*
- *Attend spring and fall FWPC conferences with HR Policy members*
- *Submit articles to be included on the HR Policy website and in the HR Policy weekly newsletter*
- *Participate in one of several FWPC Working Groups of members focused on particular issue areas*

Benefits also include exposure to key legal decisionmakers and policy compliance executives, and insights into the impact of policies on HR Policy Association member companies' operations

Membership

Membership will be limited on an invitation-only basis to a select number of law firms identified by the Association, with one attorney per firm designated as the primary representative for the Council. **No fee will be associated with membership in the Council.**

HR Policy Legal Council members are distinguished in the workplace regulation area and have a working relationship with HR Policy Association and its members

Participation

Law firms considered for representation on the Council will be those that have distinguished themselves in the workplace regulation area and that have a prior working relationship with the Association and its members. Representation on the Council will be highly beneficial to those firms though their exposure to key legal decisionmakers and policy compliance executives, while also benefiting from the additional insights they will receive regarding the impact of policies on those companies' operations.

Meetings

The Legal Council will convene at least twice per year the day prior to and in conjunction with the FWPC Spring and Fall Conferences, with attendance limited to the primary representative or another senior individual designated by the participating firm. These individuals will also be invited to attend the speakers' dinner the night before the FWPC Conference as well as the Conference. Ad hoc meetings of the group will be held on an as needed basis. In addition, Council members will be asked to participate in virtual meetings held by the FWPC Working Groups to provide expertise toward developing a public policy position.

Two in-person meetings annually in conjunction with FWPC Spring and Fall Conferences

Additional meetings as needed when issues requiring a response from the Council emerge

Council members may be asked to provide expertise at virtual meetings

Examples of firms to be invited to join the Council:

Eversheds Sutherland

FordHarrison

Fortney Scott

Gibson, Dunn & Crutcher

Hogan Lovells

Hunton Andrews Kurth

Jones Day

Littler Mendelson P.C.

Morgan, Lewis & Bockius LLP

Ogletree, Deakins, Nash, Smoak & Stewart P.C.

Seyfarth Shaw LLP