

January 30, 2025

The Honorable Mike Johnson
Speaker, U.S. House of Representatives
H-232, The Capitol
Washington, DC 20515

The Honorable John Thune
Majority Leader, U.S. Senate
S-230, The Capitol
Washington, DC 20510

The Honorable Hakeem Jeffries
Minority Leader, U.S. House of Representatives
H-204, The Capitol
Washington, DC 20515

The Honorable Chuck Schumer
Minority Leader, U.S. Senate
S-221, The Capitol
Washington, DC 20510

Dear House and Senate Leaders:

On behalf of [HR Policy Association](#), welcome to the 119th Congress! We look forward to collaborating with you to craft practical solutions and forward-thinking policy to address the critical challenges facing our nation's employers and workforce. Together, we can position the United States to cultivate world-class talent, strengthen competitiveness, and drive economic growth.

HR Policy Association is the leading organization representing Chief Human Resource Officers (CHROs) of the largest corporations doing business in the United States and globally. The Association's nearly 400 member companies employ over 10 million people in the United States—nearly nine percent of the private sector workforce—and 20 million employees globally. The Association brings CHROs together to exchange innovative ideas, advocate for enhancements in human resource policy and practices, and advance initiatives that drive job growth, employment security, and competitiveness.

As the 119th Congress begins crafting legislative proposals, the Association would like to emphasize the following issues which are of significant importance to our member companies.

- **Non-compete Agreements** – We believe that non-compete clauses, when used responsibly, can help companies protect vital investments in their employees and infrastructure, while ensuring the security of research and development, trade secrets, and institutional knowledge. As such, we oppose a blanket ban on the use of non-compete clauses in employment agreements, while acknowledging that more restrictions for lower-wage employees may be necessary. The Association supports non-compete agreement reform that ensures their continued reasonable use for certain segments of an employer's workforce.
- **Employment-based Immigration** - The Association urges Congress to take action to support international STEM talent, both of which play vital roles in organizations across the nation, including many HR Policy member companies. We also encourage Congress to pass legislation to create a pathway to citizenship for DACA recipients -- young immigrants brought illegally into the U.S. as children. Congressional action is essential to help U.S. companies meet their critical workforce needs, particularly amidst the ongoing workforce shortage crisis. Such efforts will not only strengthen business but also drive wage growth ([wages increase](#)), create new jobs, and bolster the U.S. economy.
- **Diversity, Equity, and Inclusion (DEI) Programs** - We support public policies that bolster companies' ability to identify the best qualified talent, regardless of background or belief, consistent with US antidiscrimination laws. Such equal opportunity approaches help fuel the growth of the US economy and help them win in the global marketplace.
- **AI in the Workplace** - Association members are dedicated to leveraging technology in the workplace in a transparent and nondiscriminatory manner. Therefore, it is crucial for policymakers to engage with employers and other regulated entities and stakeholders before crafting legislative proposals on the use of automated systems in the workplace. This approach will help ensure that decisions are based upon the most accurate and up-to-date information available about the current and evolving state of AI technology and its societal implications.

- **Paid Family and Medical Leave** - The Association's member companies recognize the importance of paid family and medical leave and bring valuable expertise in effectively implementing these benefits. As Congress develops legislative proposals, we urge you to consider the key issues and questions raised by our members regarding a national federal paid FMLA program.
- **Employee Benefits** – Offering comprehensive employee benefits, competitive compensation and retirement plans, wellbeing initiatives, and access to innovative healthcare is key to how our members foster engaged and productive workforces. A related and meaningful, employee-friendly step Congress can take is to fulfill the bipartisan promise of the Worker Economic Opportunity Act, passed by the 106th Congress, by amending the Fair Labor Standards Act to exclude Restricted Stock Units (RSUs) from the 'regular rate of pay' used in overtime calculations, just as it did for stock options.
- **Health Care Affordability and Prescription Drug Prices** – To combat rising prescription drug and hospital prices which continue to be top concerns for our members, we support increasing transparency throughout the prescription drug supply, reducing anti-competitive practices through patent reform, and prohibiting all-or-nothing contract clauses. The Association also calls on Congress to reinforce employer-sponsored coverage by maintaining the existing tax treatment of benefits and safeguarding ERISA preemption, a fundamental pillar of employer-sponsored healthcare.
- **Data Privacy** - Large employers seek to maintain a culture of trust in the workplace while providing leading wages and benefits which require them to collect and process information about workers necessary for issuing pay checks, administering benefits—such as health insurance and paid leave—and withholding taxes. As Congress crafts consumer privacy legislation, we encourage members to consider the inherent differences between employment-related data and consumer data. Any federal consumer privacy legislation must clearly limit its scope to consumers.
- **Labor Law Reform** - Employee voice is essential for building a positive workplace culture, promoting productive work environments, and maintaining harmonious labor relations. However, current federal labor law relies on an outdated, adversarial model that often pits unions against employers, hindering practical solutions to today's workplace challenges. We urge lawmakers to explore solutions that allow employers to better leverage employee voice without running afoul of labor law, including a rethinking of Section 8(a)(2) of the NLRA.
- **Proxy Advisory Reform** - Proxy advisory firm services provide a cost-effective way for institutional investors to evaluate proposals, vote proxies, and meet fiduciary standards. However, these firms hold significant sway over executive compensation, corporate governance, and stakeholder management, yet are not fully accountable for their reports and often resist input from the companies they assess. We support reasonable proxy advisory reform through legislation authorizing the SEC to finalize a moderate set of reforms to make the process more transparent and accurate.

HR Policy Association looks forward to working with you 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 staff to discuss the Association's work. Please contact me with questions or requests for more information at Cbirbal@HRPolicy.org.

Thank you for your leadership on behalf of American business.

Sincerely,



Chatrane Birbal
Vice President, Policy & Government Relations
HR Policy Association
www.HRPolicy.org

CC: All Members of Congress