



LEGISLATIVE ADVOCACY DAY

- MD SHRM legislative priorities
 - ✓ Review top issues for workplace policy
- How to schedule your meetings
- Best practices for meetings with legislators
- HR resources throughout the regular session
- Adjourn followed by
 - ✓ Scheduling 1:1 visits, or
 - ✓ Attending meetings already scheduled

*Meeting will run approximately 90 minutes.

Time remaining:

If you preschedule meetings with legislators for the 19th, you can conduct virtual meetings with them beginning at 11AM.

We also encourage small group virtual meetings by Chapter, which can be an easy way to engage your SHRM members in Advocacy. All meetings will be set on your own.



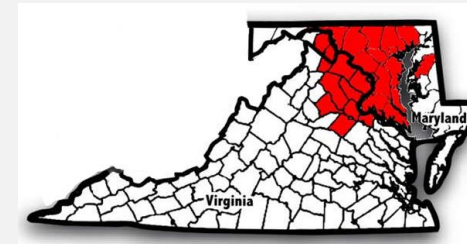
MD SHRM STATE COUNCIL PRIORITIES

- Workforce development – we support expanding state funded programs which lead to increasing Maryland’s labor pool
 - ✓ Tax credits for 2nd chance programs
 - ✓ Employing veterans, & candidates with varying abilities (physical & neurodiversity)
- Paid leave mandates in the present form of 12 or more weeks will be strongly opposed
- Workplace policy legislation which duplicates existing Federal laws (ADA, EEOC, etc.) will not be supported



MD SHRM STATE
COUNCIL
COMMUNITY
PARTNERSHIPS

- DC/VA SHRM
- Maryland Chamber of Commerce
- Maryland Business Coalition
- Other Community Advocates
 - ✓ Maryland Hospital Association
 - ✓ Maryland Nurses Association
 - ✓ Maryland Retailers Association



REQUESTING MEETINGS WITH LEGISLATORS



Sample Email Requesting Legislator Meeting

- I am a current constituent of Senator (or Delegate) XYZ.
- I have expertise in issues surrounding Workplace Policy and Labor/Employment, which you may find valuable this session.
- I would like to schedule a few minutes to discuss my input as a voter, and as a volunteer member of the MD Society for HR Management (SHRM) State Council.
- MD SHRM represents more than 7,000 job creators across the state.
- I would like to suggest a meeting time on: LIST 2 DATES/TIMES

Legislator Look Up

<https://mgaleg.maryland.gov/mgawebsite/Members/District>

SHRM Video - Conducting Legislator Meetings

https://drive.google.com/file/d/1FnuNzyoej7_zMiNy9yjPmTmQvcT31vqe/view?usp=sharing

PREPARING FOR YOUR MEETING

- Open discussion - short introduction and personal connection to legislator
- ✓ Your professional role & verify you're a constituent
- ✓ Volunteer legislative advocate to Society for HR Management (not a paid lobbyist)
- ✓ Connection example – If you supported them, thank them for helping pass Workplace Violence Prevention (Peace Orders)
- ✓ Note any researched committee assignments
 - Tells you level of knowledge in Workplace Policy issues
- Welcome opportunity to meet with legislator aides
- You are a Workplace Policy expert; offer to be a continued resource
- Choose 1-2 issues for which you are most passionate and can offer your own story in how this issue directly impacts you in your profession
- Concise focus on the issue, your position & the impact the issue presents to you are helpful

MGA BILL TRACKER

www.mgaleg.Maryland.gov

Register MyMGA



Legislative Services | Legislative Audits

Search i.e. Bill search, keyword

MEMBERS COMMITTEES MEETINGS LEGISLATION BUDGET LAWS FLOOR ACTIONS SEARCH & ARCHIVES

Sign In

Register

Forgot Password

Create a new MyMGA Tracking Account

Complete the following form to register for a MyMGA Tracking Account. When you have completed this form and submitted your registration request you will receive a confirmation email. Click the link in that email to complete registration.

Please complete the following:
(Required fields are indicated with an asterisk *)

First Name *

Last Name *

Email *

Password * ⓘ

Confirm password *

SIGN IN TO MYMGA
& LOAD BILLS TO
TRACK

Add Bill #'s for Tracking

The screenshot shows the 'Bill Tracking Lists' interface. At the top, there is a red arrow pointing to the 'Add List' button. Below the button, the text 'Showing 0 to 0 of 0 entries' is displayed. A 'Print' button and a filter input field containing 'HB172' are also visible. The main table has a header row with columns: 'Name', 'Delete', 'Edit Default Settings', 'Edit List Items', and 'Run Report'. The table body is empty, showing 'No data available in table'. At the bottom right, there are navigation buttons: 'First', 'Previous', 'Next', and 'Last'.

Below this, a second screenshot shows the 'Add List (Default Settings)' dialog box. The dialog has a title bar with a close button. It contains a 'List Name' input field with the value 'SB78'. Below this are three sections of radio buttons: 'Format' with options 'CSV', 'HTML' (selected), and 'JSON'; 'Email Notice' with options 'Yes' and 'No' (selected); and 'Bill Changes Only' with options 'Yes' and 'No' (selected). At the bottom right of the dialog are 'Cancel' and 'Save' buttons.

VIEW HEARINGS
LIVE STREAM
&
MONITOR HEARINGS
CALENDAR

Bills Previously Introduced

Live Media

Senate: No live streams available
House: Judiciary Committee
Other: No live streams available

Today's Calendar

Senate: Floor Agenda (1), Committee Meetings (7)
House: Committee Meetings (9)
Other: Nothing Scheduled for Today

Tuesday, January 18, 2022

House

Ways and Means Committee

Created: 1/4/2022 3:57 PM

Ways and Means Committee - Bill Hearing
11:00 AM - Zoom / YouTube

HB0165 (Added - 1/5/2022 3:24 PM)	Del Johnson	Education - Sexual Abuse and Assault Awareness and Prevention Program - Human and Sex Trafficking
HB0172	Del Luedtke	Income Tax - Determination of Taxable Income - Union Dues and Expenses to Influence Collective Bargaining
HB0003 (Removed - 1/7/2022 3:25 PM)	Del-Crosby	Sales and Use Tax - Diapers - Exemption

Ways and Means Committee - Briefing
1:00 PM - Zoom / YouTube
Briefing Materials

WORKFORCE DEVELOPMENT

- ❑ **SB66** - Labor and Employment - Hiring - Education Requirements (Give Me A Chance - Job Opportunities Act of 2022)
- **Sponsor Senator Patterson**
- Hearing (Finance) 1/27 2PM
- Expect MD SHRM to oppose

Prohibiting an employer from developing or implementing an application or hiring process that uses an applicant's or employee's lack of achievement of a certain level of education in employment decisions unless a minimum educational qualification is required to obtain an occupational license; authorizing an employer to inquire as to an applicant's academic achievement after an initial offer of employment, but may not rescind the offer based on the applicant's response; providing certain penalties under certain circumstances; etc.

WORKFORCE DEVELOPMENT

- ❑ [HB78](#) - Discrimination in Employment - Reasonable Accommodations for Applicants With Disabilities
 - Sponsor Rogers and Charkoudian
 - House Hearing 1/25 1PM Economic Matters – Canceled
 - Bill revisions expected
 - MD SHRM does not see a need to legislate protections already under the ADA, etc.

Prohibiting an employer from failing or refusing to make a certain accommodation for a known disability of an otherwise qualified applicant for employment; and establishing that an employer is not required to accommodate an applicant for employment's disability under certain circumstances.

WORKFORCE DEVELOPMENT

- ❑ [HB89](#) - Child Care Stabilization Grant Program and Child Care Expansion Grant Program – Established
 - Sponsor Delegate Queen
 - House First Reading Ways and Means and Appropriations
 - Expect MD SHRM to support

Establishing the Child Care Stabilization Grant Program and the Child Care Expansion Grant Program in the State Department of Education; and establishing that the purpose of the Program is to provide financial support to licensed childcare providers in the State that are in danger of closing in the next 12 months due to financial hardship.

PAID FAMILY LEAVE

* MD SHRM Position Paper

- ❑ **HB8** - *Labor and Employment – Family and Medical Leave Insurance Program – Establishment (Time to Care Act of 2022)
 - Economic Matters
 - Sponsor Delegate Valderrama
 - MD SHRM Strongly Oppose
 - Labor activists introduced legislation to create a paid family leave insurance program that will be funded in part by employer contributions.
 - Workers would be guaranteed **up to 12 weeks of paid leave** for a variety of reasons including the birth of a child or the illness of a family member.
 - Employers of all sizes would fall under the program if they cannot certify they offer a leave benefit of equal value and under identical circumstances.
 - Only self-employed individuals would have the option to participate.

Note: identical bill from last session, which did not make it out of committee. Over recess, sponsors did not rework all the issues from the last session. Senate has expressed this bill needs a lot of work and recognize Maryland employers are still recovering. Also, **the state will have to fund \$20million and counting to administer these benefits. We are already recovering from the issues with UI during COVID, and a large Cyber breach costing money and personnel resources.**

WAGE & HOUR

MD SHRM to monitor & determine
motivation behind proposal

❑ [HB72/SB78](#) - Maryland Wage and Hour Law and Maryland Wage Payment and Collection Law – Revisions (Maryland Wage Protection Act)

- Delegate Charkoudian / Senator Smith
- Economic Matters / Finance
- House Hearing 1/25 1PM was canceled
- MD SHRM does not see a need for this – expect to oppose
 - ✓ Retaliatory action by employers under wage payments is already prohibited

Altering certain provisions related to the payment of wages, including the application, penalty, and enforcement provisions of the Maryland Wage and Hour Law and the Maryland Wage Payment and Collection Law, the provision of information related to the payment of wages by employers to employees, and adverse actions by an employer.

MISCELLANEOUS EMPLOYMENT STANDARDS

MD SHRM to monitor & determine
motivation behind proposal

- ❑ [SB224](#) / [HB299](#) Labor and Employment –
Employment Standards and Conditions – Definition of
Employer
 - Sponsored by The Speaker - By Request Office of the
Attorney General
 - First Reading (Finance) / Economic Matters
 - Uncertainty in permissibility of Maryland having
influence over corporate filing rules around Mergers
& Acquisitions
 - MD SHRM no position recommendation – more
information needed
 - Concerning this bill is being kept quiet, and AG's
position on Maryland employers and business is
generally unfavorable

Adding a general definition of "employer" to be used in
interpreting provisions of law relating to employment
standards and conditions.

MISCELLANEOUS CANNABIS

* MD SHRM Position Paper

- ❑ **HB1** - *Constitutional Amendment - Cannabis - Adult Use and Possession
 - House First Reading (Judiciary)
 - Contingency outside of session call for public referendum
 - Occupational safety challenges
 - Employers cannot determine impairment vs. employee having used cannabis
 - MD SHRM expects to oppose without impairment testing tools
 - ✓ We do not take no position on cannabis usage
- Establishing that, on or after July 1, 2023, an individual in the State who is at least 21 years old may use and possess cannabis.



MISCELLANEOUS UNION DUES

- ❑ [HB172](#) - Income Tax – Determination of Taxable Income – Union Dues and Expenses to Influence Collective Bargaining
 - Hearing 1/18 11AM (Ways and Means)
 - MD SHRM no position

Requiring an addition modification under the Maryland income tax for certain expenses to assist, promote, or deter collective bargaining; and allowing a subtraction modification under the Maryland income tax for certain union dues paid during the taxable year; and applying the Act to all taxable years beginning after December 31, 2021.



MD SHRM POSITION PAPERS EXAMPLE



Maryland SHRM State Council, Inc.

HB8/SB0275*

Labor and Employment-Family and Medical Leave Insurance Program – Establishment (Time to Care Act 2022)

SPONSOR: Delegate Valderrama (Economic Matters)

***Senate Sponsors: Hayes & Benson (Finance Committee)**

What is Maryland Society for Human Resource Management State Council, Inc. (Maryland SHRM)

The Association represents more than 7,000 members of the Society for Human Resource Management (SHRM) across the state. As HR professionals, we are committed to supporting legislation, which will help Maryland's employers recover economically to sustain employment opportunities and facilitate new job growth for Marylanders.

Current Employer Challenges

In this ongoing pandemic Maryland's economy has been hit hard by COVID-19. Many of our members report that they're still operating at a fraction pre-pandemic revenue. This has resulted in unprecedented employment decisions, and permanent layoffs. With vaccine testing shortages and new strains of this virus, there seems to be no end to our prolonged challenges. We have also been impacted by Federal Executive Orders relating to vaccines and have had to pivot numerous times with ongoing court challenges to these mandates. We are the job creators and we're struggling just to survive. Maryland's Comptroller's Office estimated that approximately 30,000 Maryland businesses have closed or will close permanently as a direct result of the pandemic.

Issues - HB8 SB0275

The following are some of MD SHRM's concerns with the bills as drafted:

- May create a new and additional paid leave benefit, rather than providing pay for existing unpaid leave
- Prohibit employers from requiring use of paid leave before using leave without pay (LWOP)
- Creates an administrative burden requiring employers to provide notice at least three times
- Imposes monetary penalties before we have implementing regulations (there are still none for Maryland's Healthy Working Families Act)
- Prohibits an employer from modifying any existing policy to offset the cost

SHRM WORKPLACE POLICY CONFERENCE 2022

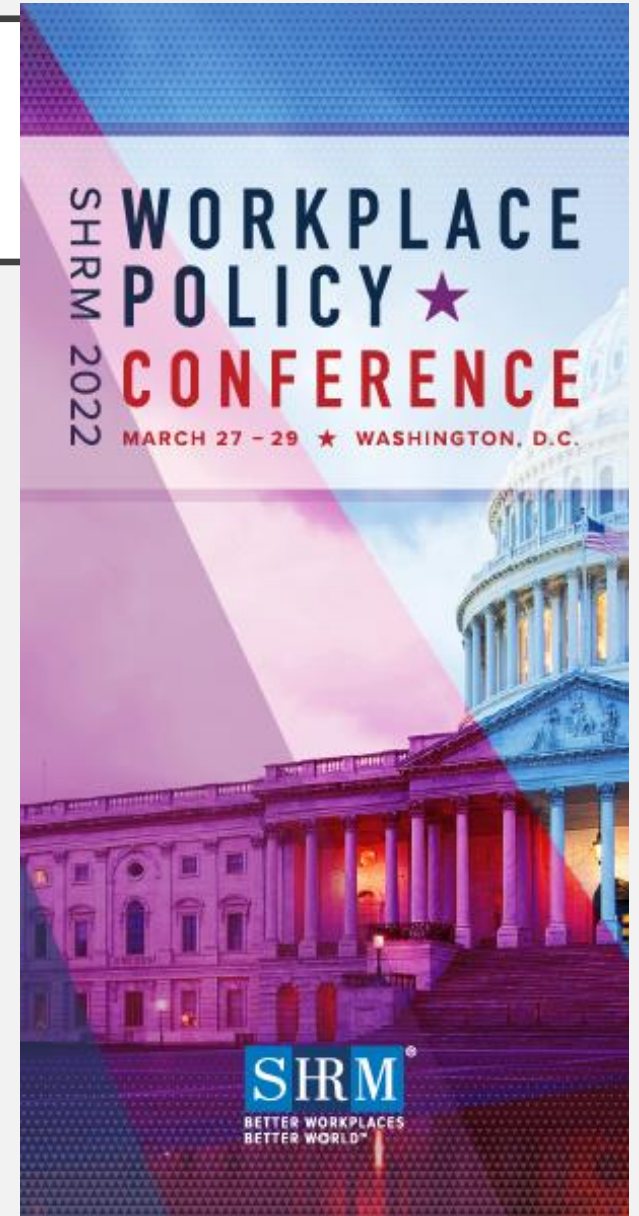
MARCH 27 – 29TH



Register today at shrm.org/workplacepolicy

AT WPC 2022 YOU WILL:

- *Earn 19.5 professional development credits (PDCs) toward SHRM certification.*
- Hear directly from policy experts on changes impacting work, workers and the workplace.
- Learn how businesses and HR professionals are proposing to reshape the workplace through policy.
- Engage with U.S. senators and representatives to build meaningful and productive relationships.
- Interact with HR professionals, policy elites and expand your network





Jocelyn Samuels, Vice Chair, U.S. Equal Employment Opportunity Commission (EEOC)

Before joining the EEOC in 2020, Samuels served as executive director and Roberta A. Conroy Scholar of Law at the Williams Institute at the UCLA School of Law, focusing on legal and social science research on issues related to sexual and gender minorities and director of the Office for Civil Rights at the U.S. Department of Health & Human Services. She will update attendees on EEOC priorities for 2022.



Andrea R. Lucas, Commissioner, EEOC

Lucas has over a decade of labor and employment law experience, having served as a member of a labor and employment and litigation practice group at a law firm in Washington, D.C. She is committed to increasing compliance with, and ensuring enforcement of, all laws within the EEOC's jurisdiction.



Taryn Williams, Assistant Secretary of Labor for Disability Employment Policy, Office of Disability Employment Policy, U.S. Department of Labor

Williams is ODEP's fourth assistant secretary, the first since 2015 and is the highest-ranking member of the Biden administration to publicly identify as a person with a disability. Williams will provide conference attendees insight into the role of the public and private sectors in increasing and expanding employment opportunities for individuals with disabilities.



Phyllis Coven, Citizenship and Immigration Services Ombudsman, U.S. Department of Homeland Security

Coven serves as the seventh Citizenship and Immigration Services ombudsman and brings more than two decades of experience working for both the federal government and international organizations leading a wide range of immigration initiatives. She will update conference attendees on the efforts of the CIS Ombudsman Office to eliminate case processing backlogs and scale the office's capacity to serve customers.

Last month, SHRM announced National Labor Relations Board Member [Gwynne Wilcox](#), the first Black woman to serve on the NLRB Board since its inception in 1935, will be at WPC to discuss how the NLRB enforces labor law.

National Foundation for Women Legislators Executive Director [Jody Thomas](#) and National Conference of State Legislatures Chief Executive Officer [Tim Storey](#) will also lead a session titled "[Effecting Change](#)

NATIONAL PRIORITIES

- 1 WORKFORCE DEVELOPMENT
- 2 WORKPLACE EQUITY
- 3 WORKPLACE FLEXIBILITY AND LEAVE
- 4 WORKPLACE IMMIGRATION
- 5 WORKPLACE HEALTH CARE



WORKFORCE DEVELOPMENT



ISSUE

Over 1 in 5 employers have asked employees to learn new skills to support changes in their business. Now more than ever, it is important for employers to maintain investments in training and workplace learning to give them and their employees a competitive edge.

RECOMMENDATIONS

- **Work-Based Learning:** SHRM supports public policies that foster and expand work-based learning opportunities, including apprenticeships, skills-based hiring and enhanced employability skills instruction in K-12 education.
- **Untapped Talent:** SHRM supports policy initiatives that promote hiring from underutilized talent pools, such as the formerly incarcerated, older workers, individuals with disabilities and veterans.
- **Education Assistance:** SHRM believes employer-provided education assistance should be expanded to include student loan repayment and the monetary limit increased to give employers flexibility in the design of benefit offerings for recruitment and retention purposes.

BOTTOM LINE

To help close the skills gap and improve individual prosperity, employers and government should adopt practices and policies that support efforts to hire, educate and train individuals for the modern workplace, including utilizing non-traditional talent pools.

WORKPLACE EQUITY



ISSUE

Everyone in the workplace deserves fair treatment. SHRM research found that 27 percent of American workers believe workplace equity is the most important issue they face at work. Addressing pay disparities remains a challenge for employers, as pay gaps may be attributable to discrimination but could also be due to differences in employee duties, contributions and/or experiences that require individualized examinations.

RECOMMENDATIONS

- **Workplace Culture:** SHRM urges employers to foster healthy workplace cultures. Strong anti-harassment and anti-discrimination policies are important, but culture is key to prevention.
- **Pay Audits:** SHRM believes public policy should incentivize employers to proactively conduct self-evaluations of pay and correct improper disparities in compensation.
- **Transparency:** SHRM encourages employers to have discussions about pay expectations and share with their employees information on how pay decisions are made.
- **Federal Framework:** SHRM advocates for a federal standard of equal pay for equal work, rather than different standards at state and local levels.

BOTTOM LINE

Bias, discrimination and inequity in the workplace are organizational culture issues. The path toward equity means recognizing there are systemic gaps that adversely impact one group over another and addressing them proactively.

WORKPLACE FLEXIBILITY & LEAVE



ISSUE

Organizations with modern workplace flexibility and leave policies are better positioned to balance the needs of their workplaces and workers. However, U.S. employers are burdened by a patchwork of state and local paid leave laws that create a fragmented, costly system. A voluntary, national paid leave program will provide employers certainty and predictability through a standardized option.

RECOMMENDATIONS

- **Voluntary Leave:** SHRM encourages employers to voluntarily offer paid leave and flexible work options to their employees.
- **No Mandates:** SHRM believes government mandates limit employer flexibility. Public policy should accommodate varying work environments, employee representation, industries and organizational size.
- **Federal Framework:** SHRM supports public policies that provide employers with certainty and predictability through a voluntary federal framework rather than a fragmented patchwork of state and local laws.

BOTTOM LINE

The United States needs a 21st century workplace flexibility and paid leave policy that is free of mandates, works for employers and employees and foregoes a one-size-fits-all approach.

WORKPLACE IMMIGRATION



ISSUE

Global talent contributes to and complements the American workforce. According to SHRM research, 86 percent of C-suite executives have workforce strategies that rely on temporary visas. The U.S. immigration system should promote competition and innovation and provide tools to recruit and retain top global talent.

RECOMMENDATIONS

- **Access to Talent:** SHRM supports policies that ensure employers have access to visas to recruit, hire, transfer and retain top talent, especially those educated and trained in the United States.
- **Employment Verification:** SHRM advocates for one reliable, entirely electronic employment verification system that integrates the Form I-9, provides users a good faith defense and is only for new hires.
- **Pre-Certified Employers:** SHRM believes a “Trusted Employer” program should be implemented to create efficiencies for employees, employers and the government.

BOTTOM LINE

The United States needs a modern workplace immigration system that allows employers to access top global talent, creates efficiencies and protects workers.

WORKPLACE HEALTHCARE



ISSUE

More than a third of employees registered to vote believe health care is the most important issue for the 46th president to address. The employer-based system is the foundation of health insurance in the United States. These plans provide access to valuable benefits that address physical and mental health. Rising costs and continued policy uncertainty pose risks to sustaining employer-sponsored health insurance.

RECOMMENDATIONS

- **Employer-Based System:** SHRM believes public policy should strengthen and improve the employer-based health care system, including preservation of the current tax treatment of employer-sponsored health plans.
- **Definition of Full-time:** SHRM believes the definition of full-time employment for purposes of health care coverage should be 40 hours per week, consistent with the *Fair Labor Standards Act* overtime requirement.
- **Wellness Programs:** SHRM supports adoption of employer wellness programs to encourage healthy behavior and to lower costs for employers and employees.

BOTTOM LINE

SHRM believes any approach to U.S. health care reform must preserve the option for employers to provide health insurance, which supports more than 181 million Americans. Health care reform must also offer affordable access to care for all Americans.

CONGRESSIONAL VISIT

- To be determined – target late Spring 2022
- Early commitment Senator Chris Van Hollen
- Human Resources perspective & Congressional support needed for Maryland's employers



SOCIAL MEDIA HANDLES

Share screen shots of your virtual meetings on Twitter,
LinkedIn, Instagram, Facebook -

@MDSHRM

@SHRMAdvocacy

@SHRM

#PolicyNotPolitics



HR LEARNING
CREDIT

HRCI Activity Program ID: 584279
Title: MD SHRM LEGISLATIVE ADVOCACY
DAY
Start Date: 1/19/2022
End Date: 1/19/2022
Credit Hours Awarded: 3 BUSINESS HOURS

SHRM Activity/Program ID: 22-WDT27
Title: MD SHRM LEGISLATIVE ADVOCACY DAY
Start Date: 1/19/2022
End Date: 1/19/2022
Credit Hours Awarded: 3 HOURS

