



**House Education and Workforce Committee
Subcommittee on Workplace Protections**

Balancing Careers and Care: Examining Innovative Approaches to Paid Leave
Tuesday, February 24, 2026 – 10:15 a.m.

Follow-up to Congressman Grothman’s inquiry regarding SHRM’s efforts in the paid leave and caregiving policy areas.

Each child coming into the world is born under a different set of circumstances, and working parents are faced with varying challenges. Can you talk about the Society for Human Resource Management’s ongoing work in the paid family leave space? What policies are employees and employers looking for related to paid family leave?

Thank you for your insightful question during Tuesday's hearing. As you highlighted, [working caregivers](#) face a broad range of caregiving, financial, and workplace challenges. At the SHRM, we approach paid family leave with that reality in mind — understanding that effective policies must balance employees' needs with the operational realities employers encounter.

SHRM has been actively engaged in the [workplace flexibility and leave discussions](#) by directly bringing the employer perspective to policymakers. We have participated in multiple roundtables and stakeholder discussions to share real-world insights from HR professionals and business leaders. On Capitol Hill, SHRM has taken part in Senate staff briefings, including one held last December, to help inform lawmakers about how paid leave policies impact workplaces of all sizes.

We have also formally engaged through written submissions, including responses to requests for information related to initiatives such as I-PLAN and the More Paid Leave for Americans proposal ([1/31/24](#) and [1/10/25](#)). These efforts enable SHRM to provide practical feedback on policy development, implementation, and compliance considerations, which is crucial for ensuring employer voices are reflected early in the process.

From a policy perspective, SHRM has consistently [supported extending and making permanent](#) the employer-paid leave tax credit, recognizing its role in helping offset the costs of providing paid leave, especially for small and mid-sized employers. We also support tax credits for employees to help lessen the financial burden of taking leave, along with additional federal resources for outreach, education, and compliance support.

In the FMLA space, SHRM continues to [advocate for modernization](#) of this foundational law so it better reflects today’s workforce, evolving work arrangements, and technological advancements. Besides advocacy, SHRM offers a wide range of tools, guidance, and resources to help employers create and administer effective paid leave programs. This supports workplaces in developing flexible, compliant, and responsive policies that meet the needs of working families.