



June 15, 2010

The Honorable George Miller
Chairman
Committee on Education and Labor
2205 RHOB
Washington, D.C. 20515

The Honorable John Kline
Ranking Member
Committee on Education and Labor
1210 LHOB
Washington, D.C. 20515

The Honorable Lynn Woolsey
Chairwoman
Subcommittee on Workforce Protections
2263 RHOB
Washington, D.C. 20515

The Honorable Cathy McMorris Rodgers
Ranking Member
Subcommittee on Workforce Protections
1323 LHOB
Washington, D.C. 20515

Dear Representatives Miller, Kline, Woolsey, and McMorris Rodgers:

On behalf of the Society for Human Resource Management (SHRM), I write to convey our **strong support for H.R. 4855, the Work-Life Balance Award Act.**

SHRM is the world's largest association devoted to human resource management. Representing more than 250,000 members in over 140 countries, the Society serves the needs of HR professionals and advances the interests of the HR profession. Founded in 1948, SHRM has more than 575 affiliated chapters within the United States and subsidiary offices in China and India.

SHRM and its members are leaders in promoting workplace flexibility policies. Workplace demographics are changing, requiring employers to design and implement flexible workplace programs that enhance productivity and profitability. The results: improved loyalty, retention and productivity among employees.

H.R. 4855 would create the Work-Life Balance Award within the Department of Labor (DOL) to recognize employers that have developed and implemented innovative work-life balance programs for their employees. While not the only solution, the Work-Life Balance Award Act is a step in the right direction because it serves as a catalyst to encourage employers to adopt flexible workplaces. It also helps foster creative and innovative benefit plans that meet the needs of both employees and employers.

The Work-Life Balance Award Act is commendable in its intent, and it has the support of SHRM's 250,000 members. We believe it will provide positive recognition to those public and private organizations that are helping their employees balance work and personal life obligations.

We urge you to support the Work-Life Balance Act.

Sincerely,

Michael P. Aitken
Director of Government Affairs