

February 9, 2011

Honorable Members of the House of Representatives
United States House of Representatives
Washington, DC 20515

RE: Support for House Resolution 72 and H.R.10, Regulations From the Executive in Need of Scrutiny Act of 2011

Dear Representative:

On behalf of the HR Policy Association, I am writing in strong support of House Resolution 72, which directs House committees to review existing, pending, and proposed regulations and orders from agencies of the Federal Government, particularly with respect to their effect on jobs and economic growth. The Association also writes in support of H.R.10, the “Regulations From the Executive in Need of Scrutiny Act of 2011”, which would require congressional approval of major regulations before they take effect, including proposed regulations that would have a significant adverse impact on competition, employment, investment, productivity, or innovation in the United States.

HR Policy Association is a public policy advocacy organization representing chief human resource officers of major employers. The Association consists of more than 300 of the largest corporations doing business in the United States and globally, and these employers are represented in the organization by their most senior human resource executive. Collectively, their companies employ more than 10 million employees in the United States, nearly 9 percent of the private sector workforce, and 20 million employees worldwide. They have a combined market capitalization of more than \$7.5 trillion.

The comprehensive structure of U.S. workplace regulations plays a role in virtually every decision by an employer with respect to hiring, promotions, terminations, scheduling, sharing of data, use and design of facilities, changes in operations, and location of work. All of these regulations have a cost, and with each additional mandate, another cost is layered onto employment decisions. Thus, the ability of employers to add new jobs to the economy depends to a large extent on the costs associated with those jobs.

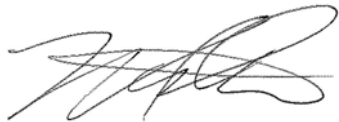
The Association believes that it is critical that the current web of complex workplace regulations be closely re-examined to determine whether those regulations are needed and relevant in the 21st Century workplace or whether a regulation is outdated and is simply an unnecessary burden or cost on employers, thus stifling job creation. Furthermore, it is important that new workplace regulations affecting employment, productivity and competitiveness are not unnecessarily heaped upon the already tangled workplace regulatory scheme.

This by no means suggests the current employment policy regime be dismantled. If a regulation is succeeding in providing a needed protection or securing a fundamental right—in an economically sound matter—it should be retained. The fundamental problem is that many workplace regulations that were placed on the books decades ago have never been reconsidered even though the workplace has changed dramatically.

With this in mind, the Association urges you to support a broad re-examination of the impact of the nation's regulatory structure upon the workplace and the employment relationship. We would welcome the ability to join other stakeholders representing all viewpoints in working closely with you as part of that re-examination. We need to ask whether the nation has reached a tipping point where the nation's labor, employment, and benefit laws have become so complex, burdensome, and difficult to administer that they have become both counterproductive and job killers.

For these reasons, we support House Resolution 72 and encourage the House of Representatives to pass H.R.10, the "Regulations From the Executive in Need of Scrutiny Act of 2011". Thank you for your consideration.

Sincerely,

A handwritten signature in black ink, appearing to read "M. Peterson", written in a cursive style.

Michael D. Peterson
Associate General Counsel
Director, Labor & Employment Policy
HR Policy Association