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February 7, 2023

The Honorable Mitch McConnell
Minority Leader
United States Senate
Washington, DC 20510

Dear Minority Leader McConnell:

As the policy landscape begins to take shape for the 118th Congress, we urge you to address issues that will make it easier for working professionals to relocate to the best place for the job – whether that be a traditional workplace or remote office. With the future of the workplace in constant flux, now is the time to enact public policies that support work anywhere and are agile and attentive to the needs of employers and workers for the benefit of the entire U.S. economy.

If a business or public policy involves recruiting, hiring, deploying, transferring and/or relocating talent, then the more than 4,000 workforce mobility professionals we represent will have an informed perspective on the solutions to best support a mobile workforce. This is especially true for public policies that relate to smaller businesses, as the vast majority of our members are small- to medium-size organizations.

Workforce mobility is catalyzing the future of the workplace, and we encourage you and your colleagues to enact the following solutions to support beneficial talent deployment:

Reinstate the Moving Expense Deduction: The federal deduction of moving expenses was suspended through December 31, 2025. The deduction and exclusion together make up a vital tax relief tool that facilitates worker mobility by making relocation more affordable and bolstering a moving industry that supports 480,000 jobs annually. We request that Congress reinstate the deduction as the suspension expires.

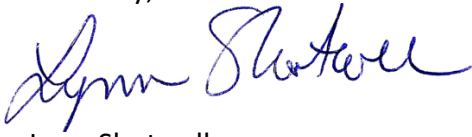
Reform the Employment-Based Immigration System: The United States needs immigration policies that support the future of the workplace, encourage innovation, and generally expand and improve the U.S. economy. We ask that Congress modernize the immigration system so that businesses can recruit, employ, and retain skilled foreign talent for the benefit of the entire American workforce.

Protect Transferees' Data Privacy: U.S. Customs and Border Protection needs the authority to remove from vessel manifests, before that information is sent to data brokers, the personal data of individuals shipping their household goods to the United States. Congress can help protect these transferees from identity theft and financial fraud by passing the Moving Americans Privacy Protection Act.

Allow E-Notarization: Employee relocation often involves the buying and/or selling of a home. The use of e-notarization during home sale transactions has become more prevalent significantly benefiting employees for whom being physically present at the signing may be difficult. Congress can enact the Securing and Enabling Using Remote and Electronic (SECURE) Notarization Act to ensure states accept documents notarized in all other states.

Should you have any questions regarding our requests, please do not hesitate to have your staff reach out to Tristan North, Worldwide ERC® Government Affairs Adviser. He can be reached by email at tnorth@worldwideerc.org or phone at 703-842-3400.

Sincerely,



Lynn Shotwell
President and CEO