

Testimony in Favor of HB 2627

Presented by Bill Goodlatte

March 13, 2012

Chair Wagle and honorable committee members:

I'm Bill Goodlatte, Senior Vice President of Human Resources for the LDF Companies and I am appearing in favor of HB 2627. For those unfamiliar with LDF, we own and operate Wendy's restaurants as well as beer, wine and spirits sales and distribution businesses in Kansas and Oklahoma.

For many years in Oklahoma, we have been able to withhold from an employee's paycheck if:

- We have to recover a payroll overpayment;
- An employee needs to repay a loan or advance;
- An employee has purchased uniforms or products; and
- To compensate us for breakage, loss of tools or equipment, inventory or cash shortage caused by an employee (if the employee was the sole responsible party).

By setting out these same provisions in HB 2627, both employees and employers in Kansas are provided guidance as to when an employer may deduct from paychecks. It also simplifies the process for employers to collect money rightfully owed them. This is particularly true when the employee is no longer employed.

Finally, as today's work tools and equipment become more mobile and used for both business and personal reasons, the collection of such items can be difficult for the employer when the employment relationship is terminated. If passed, HB 2627 will assure Kansas employers an avenue for recouping the cost of items not returned in good, working condition.

Again, thank you for the opportunity to appear in favor of HB 2627. I will stand for questions.

Senate Commerce Committee  
Date: March 13, 2012

Attachment 2

THE  
LDF  
COMPANIES

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