



KANSAS STATE COUNCIL

SOCIETY FOR HUMAN RESOURCE MANAGEMENT

Testimony in Opposition to HB 2183

Dina Cox

February 7, 2017

Chairman Mason and members of the House Commerce, Labor and Economic Development Committee:

Thank you for the opportunity to appear before you on behalf of the members of the Kansas Society for Human Resource Management (KSSHRM). KSSHRM opposes the revisions to HB 2183 which requires employers to provide upon request by the employee a printed or written wage statement.

- HB 2183 looks to be a simple, easy, common sense bill. I'm here as a representative of HR professionals to share with you why that is a false assumption.
- In my experience and from what I hear from my colleagues around the state, employers provide wage and benefit information to employees in a variety of methods. With the advent of online banking many years ago, pay cards more recently, and other advanced technology, most employers have chosen to provide this information in an electronic format to employees. This bill as written does not allow electronic delivery.
- Reverting to a paper based methodology is not as easy as it sounds. Providing a hard copy statement to the employee on the same day as wages are paid is not possible in many instances. For example, what if the employee is out sick on the day you pass out payroll checks and these statements? Or, as in the case of my company, employees work at different job sites around the Midwest. To get a hard copy in their hand on the actual date wages are paid means that payroll would need to be processed well in advance of the pay date and each check/statement would need to be delivered through a tracking method, such as Federal Express. I can assure you that even Federal Express isn't 100% reliable. The company will be out of compliance in both situations.
- Many businesses use a vendor to prepare and deliver payroll to their employees. These vendors charge for every service required by a business. Asking a vendor to send a printed or written statement on the same day as the wages are paid, will cost the business owner more money. And if the vendor must send some of the employees a printed or written statement, but not others, that will increase the cost because of extra recordkeeping.
- Employers and employees have a symbiotic relationship. Many employees and businesses have reached a solution without asking the State to rewrite a statute. Kansas has a long history of allowing Kansas employers and employees to determine what works best for them and not mandate to accommodate. However, if the committee believes that a revision to the statute is necessary, please consider these alternative solutions:

- One solution companies use for employees who do not have access to computers is providing secure kiosks with printers for their employees to print copies of these statements.
 - In my company, kiosks are not a good solution, so when an employee asks, copies are sent via e-mail to personal addresses. This would be a possible alternative for other companies and employees.
 - Another solution would be to give the company 3 business days to deliver the hard copy version of the statement.
- A final word about electronic delivery of wages and statements: It is safer, more expedient and less likely to be intercepted by others. Hard copy information is handled by more people, more eyes can see the information on the hard copies, and paper copies can be stolen, damaged or lost.

The members of the Kansas Society for Human Resource Management urge you to oppose HB 2183.



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The following HR professionals serve on the KS SHRM Legislative Directors committee. They would like to be recognized as supporting the comments provided by Dina Cox in opposition to HB 2183 on behalf of KS SHRM.

- David A. Love, SHRM-SCP, SPHR, Vice President of Human Resources, Cline Wood, a Marsh & McLennan Agency LLC, Leawood, KS
- Phillip M. Hayes, SPHR, VP, HR Services and Operations, The Arnold Group – A Human Resource Company, Wichita, KS
- Alicia Rumold, SPHR, Assistant Administrator, Holiday Healthcare LLC, Emporia, KS
- Tara Lencioni Geer, SPHR, SHRM-SCP
- David Kight, Assistant General Counsel – Employment, Garmin International, Inc., Olathe, KS
- Jenny Hiatt, PHR, SHRM-CP, HR Specialist, Lawrence Paper Company, Lawrence, KS
- Connie Goodnight, HR Manager, Tank Connection, Parsons, KS
- Mindy McPheeters, Employment Attorney, & James Brenneis, Payroll Manager, Spirit Aerosystems, Wichita, KS
- Dennis Meier, SPHR, SHRM-SCP, Human Resources Director, & Jessica Wood, CFO, Cottonwood, Inc., Lawrence, KS
- Linda Frederick, SHRM-CP, PHR, Human Resource Manager, EnerSys, Hays, KS



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- Julie Stockwood, Human Resource Manager, Baron Auto Group, Merriam, Kansas