



KANSAS STATE COUNCIL
SOCIETY FOR HUMAN RESOURCE MANAGEMENT

AFFILIATE OF
SHRM[®]
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

Testimony in favor of HB 2627

Presented by Natalie Bright

February 14, 2012

Chairman Brown and honorable committee members:

I am Natalie Bright and I am appearing in favor of HB 2627 on behalf of my client the Kansas Society for Human Resource Management (KS SHRM). For those unfamiliar with KS SHRM, it is a professional organization comprised of 2,300+ HR professionals in Kansas. KS SHRM serves the needs of HR professionals and advances the interests of the HR profession in the state.

HB 2627 proposes to set out specific items in which an employer may withhold, deduct or divert any portion of an employee's wages. Specifically, the bill would allow employers to withhold from an employee's paycheck if:

- The employee needs to repay a loan or advance which the employer made to the employee during the course of and within the scope of employment;
- Employer is recovering a payroll overpayment;
- The employee needs to compensate the employer for the value of the employer's merchandise or uniforms purchased by the employee; and
- To compensate the employer for breakage, loss or return of merchandise, inventory shortage or cash shortage caused by the employee if the employee was the sole party responsible for the cash or items damaged or lost at the time the damage or loss occurred.

By setting out these provisions in statute, both employees and employers are provided guidance as to when an employer may deduct from paychecks. It also simplifies the process for employers and frees them of the administrative burdens associated with the collection of money rightfully owed to employers. This is particularly true when the employee is no longer employed by the employer.

Finally, as today's work tools and accessories 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 employers an avenue for recouping the cost of the 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.