



**House Committee on Commerce, Labor and Economic Development
HB 2576- Employment Scheduling Mandate
Presented by Eric Stafford, Vice President of Government Affairs**

Thursday, February 11, 2016

Mister Chairman and members of the committee, my name is Eric Stafford, Vice President of Government Affairs for the Kansas Chamber. The Kansas Chamber appreciates the opportunity to testify in support of House Bill 2576 which prohibits local units of government from intervening or mandating restrictions on employment schedules.

In 2013, this legislature passed HB 2069 which was one of the first efforts across the country to prohibit local units of government from mandating that employers offer paid leave or paid sick leave which are currently not required by the federal government. Since then, 10 other states have passed preemptive paid sick leave legislation as the issue has grown to be front and center during the current presidential campaign.

Unfortunately, a new trend has appeared in several cities across the country, and that is what's known as "Fair Scheduling." This mandate, which impacts retail and restaurants most due to their dependence on part-time employees, requires employers to give employees two weeks' notice if there are any changes to their work schedule. Failure by the employer to provide such notice requires the employer to pay employees "predictability pay." For example under one proposal, an employer would have to pay an employee four hours of predictability pay if an employee was notified of a shift cancellation within 24 hours.

Just as paid sick leave mandates were a new trend in 2013, fair or predictive scheduling appears to be a new mandate in 2016. The State should not be dictating employment practices that are currently not required by the federal government.

We respectfully ask for your support of HB 2576 which prohibits local units of government from intruding on employment scheduling decisions for private businesses. Thank you for the opportunity to testify in support of HB 2576 and I am happy to answer any questions.



The Kansas Chamber, with headquarters in Topeka, is the leading statewide pro-business advocacy group moving Kansas towards becoming the best state in America to do business. The Chamber represents small, medium and large employers all across Kansas.