

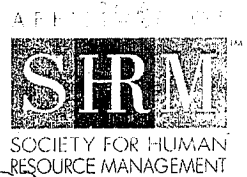


Testimony for KS House Commerce, Labor & Economic Development Cmte
HB 2105: Employment Security Law.

February 5, 2013 – Topeka, Kansas

Submitted on behalf of The Kansas State Council of the
Society for Human Resource Management (KS SHRM)

By Phillip M. Hayes, SPHR – 2013 Director, KS SHRM
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Dear Members of the Committee:

My name is Phillip M. Hayes and I am here today on behalf of The Kansas State Council of the Society for Human Resource Management (KS SHRM) to share information regarding the impact of the UI system on Kansas businesses over the past several years. I am Vice President of HR Services and Operations for The Arnold Group, A Human Resource Company in Wichita, Kansas. As an HR professional with 15 years of experience, my focus is on people and employee development with extensive experience in recruiting, employee development and workforce planning. Additionally, I have been a local, state and national SHRM member for more than 15 years and currently serve as KS SHRM Director.

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 throughout the state. As HR professionals, our members are responsible for developing and implementing workplace policies and practices that comply with federal, state, and local laws and provide guidance to line managers on fair and effective people management. Our members serve public and private sectors as well as large and small businesses. The focus of the HR professional is to serve as a facilitator between the employer and employee(s) so that a safe and productive work environment is achieved. On a daily basis our members are on the front lines when it comes to important employment issues such as:

- Workforce Planning and Employment
- Human Resource Development
- Compensation and Benefits
- Employee and Labor Relations
- Workers' Compensation
- Unemployment Insurance

Beginning in early 2010, I began chairing the KS SHRM – KS Unemployment Insurance Committee. Today I share with you a summary of the feedback I have received over the past 15 months from more than 1,000 employers from across the state by speaking to local community groups, business organizations and conferences. I can honestly tell you that all of the KS SHRM UI reform initiatives have generated a tremendous amount of support and I have yet to meet any employer representative (from any industry, as well as all three KS UI employer classifications - ineligible, positive eligible and negative eligible) that oppose any of the outlined initiatives including the following specifics.

KS SHRM has surveyed our membership and met with many organizations over the past four (4) years regarding concerns with the KS unemployment insurance system. The KS UI Reform Committee has presented to over 1,000 businesses from around the state to include presentations to the following organizations:

- American Payroll Association, Wichita Chapter – Wichita, KS
- Central SHRM Chapter – Hutchinson, KS
- Construction Financial Managers Association – Wichita Chapter – Wichita, KS
- Emporia Chamber of Commerce – Emporia, KS
- Haysville Chamber of Commerce – Haysville, KS
- KS Chamber of Commerce – Topeka, KS
- KS SHRM Legislative & Employment Law Conference – Topeka, KS
- KS State SHRM Conference – Overland Park, KS
- McPherson Chamber of Commerce & McPherson SHRM Chapter – McPherson, KS
- Personnel Association of Greater Emporia – Emporia, KS
- Western KS SHRM Chapter – Hays & Garden City, KS
- Wichita Chamber of Commerce – Wichita, KS
- Wichita Independent Business Association – Wichita, KS
- Wichita SHRM Chapter – Wichita, KS

KS UI Trust Fund Balance Summary:

Rate Year	Trust Fund Balance Date	Trust Fund Balance
2013	07/31/12	\$47,127,702
2012	07/31/11	(\$7,973,318)
2011	07/31/10	\$29,218,347
2010	07/31/09	\$348,964,20
2009	07/31/08	\$666,960,942
2008	07/31/07	\$654,374,058

House Commerce & Economic
Development Committee

Date: 2.6.13

Attachment #: 4