

Testimony for Committee Hearing  
Commerce, Labor and Economic Development Committee  
February 7, 2017

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IN SUPPORT OF: HB2183 Providing Employees with the Option of Written Pay Statements

Good afternoon, members of the committee. My name is David Lefferd and I want to thank you for giving this HB2183 a hearing and allowing me to speak in support of Kansans to have the option of receiving written or printed pay statements again. I am here to ask you on behalf of many Kansans to please support this bill and allow them the option of still receiving an actual pay statement on payday. I speak as an advocate for all those I know and have spoken to who want a written or printed pay statement.

A very vague Kansas State Statute 44-320 (written in 1973) reads as follows. "Each employer shall: Furnish each employee, upon request by such employee, with an itemized statement of deductions made from his wages under K.S.A. 44-319 for each pay period such deductions are made." That's all it says about pay statements and that is very vague. A lot has changed since 1973. This statute needs to be updated to more conform to today's business environment and the digital world we live in now.

Back then the only way to furnish a pay statement was written or printed. Now many employers have gone to electronic delivery only. Some are emailed but most are accessed through an outside vendor's platform such as KRONOS. Our state law has been interpreted (by whom I'm not sure) that an employer does comply with the pay statement law by furnishing it electronically.

A lot people don't actually see their pay statements very often because they have to access the internet to do so, and many of these people don't have internet access or a printer. Their only option is using a shared computer such as the public library or shared computers at work. Shared computers should never be used for this purpose because of security breaches. Shared computers are not secure and never will be. We have had problems with security at my place of employment. Most people will not use the shared computers at work because of this very reason. This makes it extremely inconvenient to view your statement or print it.

Employees need these statements to make sure they have been paid correctly. Payroll mistakes do happen and the sooner they are found the quicker and easier they are to correct. HB2183 is just a small change in the statute that would benefit many Kansans statewide.

Five states (Hawaii, Delaware, Wisconsin, Wyoming, and Oregon) have recently passed legislation requiring written or printed pay statements to those who want them. I would like to see Kansas join these five states. It would be a real blessing to many people across the State of Kansas.

Thank you for having a hearing on this bill and for allowing me to testify, thank you for your time and consideration. And once again I ask that you please support HB2183.

Sincerely,

David R. Lefferd