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Senate Commerce Committee

Written testimony by David Love in favor of HB 2329

March 16, 2017

Chairman Lynn and Honorable Committee Members,

I am David Love submitting written comments on behalf of Kansas Society for Human Resource Management (KS SHRM). I am the 2017 KS SHRM Legislative Chair and Vice President of Human Resources for Cline Wood, a Marsh & McLennan Agency and reside in Overland Park. KS SHRM is a professional organization comprised of 2,300+ HR professionals throughout Kansas who serves the needs of HR professionals and advances the interests of the HR profession throughout the state. 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 practices. Our members serve in the public and private sectors representing unionized and non-unionized businesses of all sizes. As HR professionals, we are on the front lines of important employment issues daily such as:

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

On behalf of KS SHRM and its members, I ask for your support of HB 2329, which proposes to amend certain employment security benefit provisions relating to receipt of separation pay. This bill is offered by the Kansas Department of Labor (KDOL) to clean-up and better address the spirit of the severance pay language implemented a few years ago. The parameters set out in HB 2329 better reflect the various possible policies claimants may experience from Kansas employers and the timing of the initial severance payment release point. Under current law, if a severance payment is delayed several weeks, a claimant may file his/her unemployment claim and begin receiving benefits. However, when severance payments are received weeks later, claimant overpayments occur due to these initial weeks claimed instead of counting those weeks toward the claimants total eligibility (weeks). Passage of HB 2329 will rectify these overpayment scenarios.

Thank you for the opportunity to provide our support for HB 2329. If you have any questions, please do not hesitate to contact me at davidl@clinewood.com or follow-up with our KS SHRM lobbyist, Natalie Bright, at Natalie@brightcarpenter.com.