

To: House Commerce Committee
From: Erik Sartorius, Executive Director
Date: February 24, 2021
RE: Testimony in opposition to HB 2354

Mr. Chairman and members of the committee, the League of Kansas Municipalities appreciates the opportunity to offer testimony in opposition to House Bill 2354.

House Bill 2354 creates several unfunded mandates for employers as they oversee employee enrollment and the withholding of wages for employee organization dues. Employees are allowed to withhold and direct funds from their paychecks for a variety of purposes, such as retirement plan contributions, diverting funds to a savings account, or charitable contributions. Absent withholdings that have limits which may change on an annual basis, we are not aware of other optional withholdings requiring annual confirmation.

Annual elections, such as for medical flexible spending plans, generally require a form from the employee which is processed by the employer and the withholding confirmed. HB 2354 adds a new requirement for professional employees' organization dues. The employee would have to "confirm the confirmation" prior to the employer being able to complete the withholding request. This creates unnecessary complexity and increases the potential for employees' choices to be inadvertently missed, which could have serious ramifications for employees.

Should the committee move HB 2354, we ask that solutions be found to reduce the cumbersome process prescribed in the bill.