



**Testimony for 2020 Special Committee of Economic Recovery
Employment Security Law: 2021 KS Legislative Reforms**

November 17, 2020 – Topeka, Kansas

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

By Phillip M. Hayes, SPHR – Past 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). As Vice President for The Arnold Group – A Human Resource Company with six offices throughout South Central Kansas, I am responsible for planning, directing and delivering Corporate and customized HR services in support of business objectives with extensive experience in recruiting, employee development and work force planning. Additionally, I currently serve as the Chairman of the Employment Security Review Board. This three person board accepts, reviews and rules on all unemployment claim appeals from referee’s decisions in a timely manner.

In addition to my day jobs, I have been a local, state and national SHRM member and volunteer for more than 20 years and have served as State Director for KS SHRM. 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. 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 on a daily basis where we serve as facilitators between the employer and employee(s) to ensure a safe and productive work environment.

On a daily basis our members are on the front lines when it comes to important employment issues such as:

- Workforce Planning & Employment
- Compensation & Benefits
- Workers’ Compensation
- HR Development
- Employee & Labor Relations
- Unemployment Insurance

Today I plan to walk through the solutions KS SHRM and the Kansas Employer community strongly recommends and supports as we look at a POST-COVID Kansas Unemployment Insurance System. There are five key solutions we strongly support and recommend, which need to be introduced in the 2021 Kansas Legislative Session. During my time in front of the committee today, I will provide some additional background information and details on the following recommendations with the PowerPoint Presentation titled *KS Unemployment Insurance: 2021 Reform Recommendations*.

We feel the following recommendations are critical as we address specific areas of the KS UI system, to include:

1. Expanded & MERIT Rated TF Solvency/Credit Adjustments (Effective CY 2022)
2. Shared Work Program Enhancements
3. Claimant Fraud Provisions Relating to Employer Chargeability
4. Duration of Benefits – Realignment w/ 5.0% Full Employment Threshold
5. KS UI – IT Modernization with Legislative AND Business Oversight

In closing, thank you for your service to our great state, for serving on this important committee and also for the opportunity to appear before you today. I would be happy to stand for questions now or at the appropriate time. Additionally, I can be contacted at 316.619.7864 or by email at phayes@the-arnold-group.com for future questions/concerns or if you are interested in an expanded time block to get deeper in the weeds on any of the information presented today.

Respectfully,

Phillip M. Hayes, SPHR
Past Director, KS SHRM