



President  
**Tony Spicer**

Executive Secretary  
Treasurer  
**Andy Sanchez**

Executive Vice  
President  
**John Nave**

Executive Board

*J.J. Adams  
Robert Bausch  
Kevin Bayless  
Brian Burnett  
Joe Blanco  
Robert Cammarn  
Frank Carpenter  
Tony Delich  
Mark Dominguez  
John Garretson  
Casey Jensen  
Mike Kane  
Donna Lehane  
Mark Love  
Kevin McClain  
Ron Perry  
Dennis Phillips  
Emil Ramirez  
Debbie Snow  
Randy Stithem  
Steve Wentz*

## Testimony

### Written in Support of House Bill 2186 Before the Commerce, Labor & Economic Development Committee

**February 20, 2019**

By John Nave, Executive Vice-President  
Kansas AFL-CIO

Thank you Chairman Tarwater and members of the committee. I appreciate the opportunity to appear before you and speak in support of HB 2186.

The Kansas AFL-CIO represents over seventy-five thousand employees across Kansas. We represent a diverse workforce of both white collar and blue collar sectors.

HB 2186 is legislation that supports the quality of life for working families in difficult times dealing with family illnesses. It defines the what, when, and who when it comes to sick leave usage. Employers and human resources professionals often seek guidance on how to administer leave time, this solves the problem. Sick leave is already an earned benefit in many human resource policies.

Most employers already apply leave time in a leave policy, HB2186 helps facilitates leave time that might be otherwise on the books. I will conclude with this, currently ten states have a mandate sick leave policy with eighteen states that have with pending legislation, this trend may be growing. This bill does not say this. Its only asking that when an employee's family member is sick, and they may need help and therefore that employee can help without loss wages.

We see no disadvantages for employer and employees in this bill.

We ask the committee to support HB 2186.

Thank You

