



CITY OF TOPEKA

Legal Department
215 SE 7th Street, Room 353
Topeka, KS 66603

Amanda Stanley, City Attorney
Tel: (785) 368-3883
www.topeka.org

To: Senate Committee on Commerce

From: City of Topeka

Date: March 15, 2022

Re: Written Only Opposition Testimony SB 511

I would like to thank Chairwoman Erickson and the Committee for allowing the City of Topeka the opportunity to submit written opposition testimony on SB 511.

The City of Topeka has seven recognized unions with 700 to 800 employees eligible for membership annually. SB 511 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. SB 511 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.

SB 511 creates significant operational issues for our human resources and payroll departments. As such, we ask the Committee to not recommend SB 511 to the full Senate for its consideration.