

About

The Society for Human Resource Management (SHRM) is the world's largest association devoted to human resource management. Representing more than 250,000 members in over 140 countries, the Society serves the needs of HR professionals and advances the interests of the HR profession. Founded in 1948, SHRM has more than 575 affiliated chapters.

The Kansas State Council of SHRM (KSSHrm), along with our 11 local affiliated SHRM chapters, is dedicated to leading, educating and inspiring the 2,200 Kansas HR professionals with leadership and development opportunities, conferences and more. KSSHrm provides a forum to discuss common issues, problems, concerns, as well as to share best practices, ideas and successes. KSSHrm also addresses statewide HR issues and coordinates state/national legislative initiatives specifically as they relate to HR.



2024 LEGISLATIVE AGENDA

Kansas State Council of
Society for Human Resource
Management, Inc.



825 S. Kansas, Suite 502
Topeka, KS 66612



888-332-6248



office@ksshrm.com



ksshrm.org

Legislative Goals

There are several issues important to Kansas HR Professionals and KSSHRM will focus on the following priorities. For a full discussion of 2024 KSSHRM Legislative policies, visit ksshrm.org.

Health Care

- Provide for comprehensive and affordable health care
- Offer built-in incentives to balance quality and cost efficiencies in health care models
- Control rising costs

Unemployment Benefits

- Oppose expansion of benefits beyond the intended scope and support faster and more efficient handling of claims
- Take appropriate steps to distribute the financial burden of the unemployment insurance fund while providing companies with consistency in their applicable rates
- Maintain a healthy Trust Fund balance while not unduly burdening Kansas employers
- Ensure implementation of the modernization of the UI system
- Enforce the requirement to actively look for work in order to qualify for benefits

Workers' Compensation

- System should serve as exclusive remedy for workers injured on the job
- Address increasing medical costs and number of benefit claims
- Reduce excess paperwork and promote efficiencies to eliminate fraud
- Ensure adequate but fair benefit caps for both injured workers and employers

Workplace and Security

- Support policies that give employers additional tools in preventing workplace violence, including the option to protect employers' premises



Background Investigation

- Preserve employers' ability to conduct criminal and credit background checks
- Supports voluntary efforts to Ban the Box on job applications

Workplace Flexibility

- Policies should support employees in balancing their work and family obligations affording paid leave if available
- Oppose government mandates on employee benefits or leave requirements

Fair Employment Practices

- Encourage fair employment practices
- Oppose proposals that open doors to further employment litigation

Remove Barriers to Employment

- Address childcare costs and limited capacity through employer-based incentives such as tax credits and reasonable regulations which make providing childcare more attainable
- Encourage building of attainable housing to attract and retain talent for Kansas communities of all sizes

Close the Skills Gap

- Focus efforts on providing demand driven training programs focused on needs of employers
- Provide for a comprehensive centralized clearinghouse for information related to a skilled workforce which streamlines tools and resources

Immigration

- Regulation of immigration should remain at the federal level to assure national consistency

