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TESTIMONY ON SB#0038 - FAVORABLE

Wage Payment and Collection - Pay Stubs and Pay Statements - Required Information

TO: Chair Beidle, Vice Chair Klausmeier, and members of Finance Committee

FROM: Richard Keith Kaplowitz

My name is Richard Keith Kaplowitz. I am a resident of District 3. I am submitting this testimony in support of SB#0038, Wage Payment and Collection - Pay Stubs and Pay Statements - Required Information

My Jewish faith teaches that there are Jewish Ethics that govern the relationships between employers and employees. HB#0136 closely mirrors that ethical framework in creating a climate of moral treatment that governs labor relations.

In the article “Jewish Employee-Employer Relations” (<https://www.myjewishlearning.com/article/jewish-employee-employer-relations/>) the dimensions of employer’s conduct is discussed.

While making certain demands on workers, the bulk of Jewish labor law imposes obligations on employers. This emphasis on the responsibilities of employers reflects an understanding of the essential power imbalance between employers and employees, as well as an internalization of the Exodus narrative. Often cited within discussions of labor law is the biblical verse, “they are my servants” (Leviticus 25:43), understood by the rabbis to imply “and not servants to servants.” The experience of slavery and redemption instills within the lawmakers a wariness about any situation in which one person might, de facto, become the servant of another.

The essence of the proposed bill is to create an environment in which employer conduct towards employees includes giving them a more complete picture of the work they are doing and how they are compensated for it. During my time working in food service as a tipped employee I had an employer where I had to calculate how my credit tips were being applied to the tip credit being claimed by my employer to ensure that the totals earning were minimum wage.

HB0385 is a common-sense application of regulations on how we treat the imbalance created when an employer does not fully inform their employee in a pay stub of all the earnings and deductions and how they were applied. It enforces the ability of the employee to ensure they are being compensated fairly and correctly. **I respectfully urge this committee to return a favorable report on SB0038.**