



STATEMENT OF AT&T CONNECTICUT

Regarding Senate Bill 558 An Act Concerning Pay Stubs

Before the Labor and Public Employees Committee
March 14, 2006

Proposal:

Senate Bill 558 would require employers to provide paper pay stubs. The bill would prohibit the use of electronic pay stubs without an employee's signature on a written statement authorizing an employer to provide such pay stub electronically.

Comments:

AT&T Connecticut opposes Senate Bill 558.

At the start of 2005, AT&T Connecticut was part of a 13-state initiative to modernize the corporation's payroll systems and save money by providing electronic work record information to employees who elect automatic deposit of their pay and have a company e-mail address. Eliminating paper payroll records when no check is issued because an employee has chosen to have their pay automatically deposited saves the corporation more than 20 cents per paycheck per employee across the corporation. In addition, participation in the electronic pay stub program offers employees clear benefits over paper stubs. Employees can easily review their electronic records without having to keep track of paper print-outs, they have the ability to print out any records they wish, and the electronic records are readily available as a backup system. Now that the system has been in place for approximately a year, employees generally have become used to using the electronic system and have found that it is convenient and provides more information than previously available on a printed pay stub.

The company was careful to insure that the system comports with applicable state and federal law and to provide safeguards to ensure all employees have access to their payroll information, including records of their straight time and overtime as well as pay and deductions. Employees who do not have access to a company computer; or who do not have access to a printer; or whose work group does not have appropriate levels of privacy to review this information, may continue to receive a paper pay stub, even though they have elected to have their pay automatically deposited. The corporation created a waiver process before implementation of the electronic pay stub system to identify these employees and to continue to provide them paper stubs. (A copy of the waiver request form is attached.) Employees and Communications Workers of America Local 1298 were notified of this option when the electronic pay stub system was announced and employees who do not have adequate computer or printer access continue to have the option to request a waiver today. To date, 11 Connecticut employees have submitted a waiver request form; all 11 have had their requests approved.

As a practical matter, a requirement that written approvals be obtained after the fact for a majority of the AT&T Connecticut workforce would create an administrative burden, when employees who do not wish to use electronic pay stubs have a means of opting out of the system.

Conclusion:

AT&T Connecticut objects to Senate Bill 558 because it would unnecessarily increase the cost of doing business in Connecticut, by requiring employers to provide paper pay stubs unless they have a written statement signed by an employee that allows them to provide records electronically, even if the employee has chosen to have their pay deposited electronically and not receive a paycheck. Moreover, SB 558 is unnecessary in light of procedures already in place to ensure AT&T employees have access to all of their payroll records, can obtain a waiver and receive paper stubs if they do not have adequate electronic access, and can elect to receive a paycheck and accompanying paper pay stub, if they wish.



eLink Paycheck Stub Print/Distribution Enrollment/Cancellation Form

Date _____ Company Name _____

On-line access is the preferred method of providing paycheck stub information to employees who are on Net Direct Deposit of Payroll (DDP). However, on-line access and printing through **eLink** Self Service (ESS) Web, available at <http://elink.sbc.com/>, might not be possible for all employees. This form is a request to **continue** or **cancel** the printing and distribution of paycheck stubs for the following employee who is on Net DDP until otherwise directed. This request is subject to confirmation and approval.

A new form must be completed when there is a change in your position that results in change of your Director level or above.

EMPLOYEE INFORMATION (complete for continue or cancel request)

Employee's name _____ SBCUID _____
(Print)

Job Title _____

Social Security # _____ Personnel No. (PERNR) _____

REASON FOR ENROLLMENT REQUEST

(complete for continue request only)

- No access to ESS Web available at <http://elink.sbc.com/>
- Inadequate access to a printer
- No access to ESS Web available at <http://elink.sbc.com/> and inadequate access to a printer

*Normally, lack of access to ESS Web, e-mail, or a printer is the reason for continuing to print and distribute paycheck stubs to an employee who is on Net DDP, but other reasons will be considered. If other employees wish to receive a printed paycheck stub, they can cancel Net DDP and receive a paycheck with a printed paycheck stub.

ENROLLMENT AUTHORIZATION (complete for continue request only)

Employee's Signature _____ Date _____

Title _____

Telephone _____

Authorized Signature _____ Date _____

Title _____
(Director Level or Above)

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CANCELLATION AUTHORIZATION (complete for cancel request only)

I hereby request that my Paycheck Stub no longer be centrally printed and distributed.

Signature

Date

Fax form to 314-235-7963

Refer questions to 314-340-0311