

Chairman Roers & Members of the Senate State & Local Government Committee,

My name is Shelley Cummings. I am the Human Resources Manager at Cash-Wa Distributing of Fargo. I am also a Minnesota resident, as are many of our associates. As such, I believe I have a good perspective on how HB1259 would affect businesses and citizens of North Dakota – and Minnesota residents who live within the employment and trade area of North Dakota.

First, from a business perspective, I believe that ND being on CST year-round would be very disruptive to our business. Our business is physically located in Fargo, but we have multiple domicile locations and associates living throughout our footprint, which includes all of ND, most of MN, and the eastern side of SD. For us to be on CST while our neighboring states are not will cause routing issues, delivery time issues, and order entry issues. Our customers would likely find the time difference very confusing, leading to communication issues. Many of our associates would be crossing time zone lines multiple times daily.

The disruption this could cause to our associates personal lives cannot be dismissed either. Schools in ND and MN would be on different time schedules, as would daycare facilities. Many working parents have carefully balanced schedules that encompass working hours, school/extracurricular activities, and daycare schedules. Disruption of these schedules would cause work/life balance issues, making daily life more difficult for working parents in particular, which in turn would likely affect their work life.

From a personal perspective, though I'm no longer a working parent, I would find this change very inconvenient to my daily life. As a cross-border resident, I have multiple relationships, both business and personal, on both sides of the border. Simply making a doctor appointment or planning to meet someone for lunch would become an exercise in confusion for many people. I can tell you unequivocally that I would do less business in ND if this bill were to pass.

I also personally believe that this issue should be dealt with on the Federal level, not the state. North Dakota has much more pressing internal issues that need to be dealt with in the current economic climate. I believe from both a business and personal perspective that the disruption passing this bill would cause is not worth whatever gain might be made.

Thank you for your consideration.
Respectfully Submitted,

Shelley Cummings, SHRM-CP, PHR, QBA

shelley.cummings@cashwa.com

701- 281-4433