



Connecticut Business & Industry Association

**Testimony of Kia F. Murrell
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Before the Committee on Labor and Public Employees
Hartford, CT
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S.B. 710 AAC Updates to the Family and Medical Leave Act

Good Afternoon Senator Prague, Representative Ryan and other members of the Committee. My name is Kia Murrell, Assistant Counsel for Labor & Employment matters at the Connecticut Business and Industry Association (CBIA). CBIA represents more than 10,000 companies throughout the state of Connecticut, but the vast majority of our companies of 50 or fewer employees.

S.B. 710 updates the Connecticut Family and Medical Leave Act (CFMLA) to reflect some federal FMLA changes. Specifically, **S.B. 710** revises CFMLA to:

- Allow up to 26 weeks family and medical leave for the care of military personnel;
- Aggregate the total amount of leave that can be taken by spouses working for the same employer;
- Restrict the review of FMLA medical records to human resources personnel and managers.

The new provision regarding aggregate leave time for spouses employed by the same company is a positive one, because it lessens the burden on employers who employ spouses. However, we caution the committee not to propose additional changes to the CFMLA without first considering their impact on employers, because now more than ever, employers need public policy that makes it easier for them to manage employees on FMLA leave. In recognition of this fact, the federal government recently revised its FMLA regulations to clarify ambiguities which made it difficult for employers to understand, implement and manage their employees' use of FMLA leave time.

Insofar as SB 710 creates more congruence between the state and federal legislation and ultimately makes it easier for employers to manage their employees use of the CFMLA, we support this legislation.