



Connecticut Business & Industry Association

**Testimony of Kia F. Murrell
Assistant Counsel, CBIA
Before the Committee on Labor and Public Employees
February 17, 2009**

H.B. 6185 AAC Penalties for Violations of Certain Personnel Files Statutes

I am Kia Murrell, Assistant Counsel at the Connecticut Business and Industry Association (CBIA) which represents the interests of more than 10,000 companies across the state, the vast majority of which are businesses of 50 or fewer employees.

H.B. 6185 AAC Penalties for Violations of Certain Personnel Files Statutes amends the Connecticut Personnel Records Act to allow the Department of Labor to assess civil penalties of \$300, \$600 or \$1,000 on employers who violate certain provisions of the Act.

The Connecticut Personnel Records Act (C.G.S. §31-128a-h) grants employees the right to inspect their individual personnel records and employers must make those records available. The Act also prescribes the manner of personnel record inspection, the requirements for maintaining those records, the limited authorized disclosure of such records and the disposal of records.

Given the complexity of the Act and its dictates on employers, we are not aware of any pattern or practice by employers to thwart the law. However, in the event of violation, even the slightest infraction of the law may lead employers to incur significant penalties under this legislation. At a time when many employers are struggling to compete in a difficult economic, legislative and regulatory environment, any legislation that increases business costs and administrative burdens is ill-advised.

Therefore, we oppose this legislation and its imposition of additional fines and penalties on employers.

For the aforementioned reasons, CBIA urges the committee to ***Reject H.B. 6185.***