



Connecticut Business & Industry Association

**Testimony of Kia F. Murrell
Assistant Counsel, CBIA
Before the Labor and Public Employees Committee
February 10, 2009**

S.B. 715 AAC Requiring Employers to Cite a Reason for Termination of Their Employees

Good Morning Senator Prague, Representative Ryan and members of the committee. I am Kia Murrell, Assistant Counsel 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 have 50 or fewer employees. I am here today to speak on **S.B. 715 AAC Requiring Employers to Cite a Reason for Termination of Their Employees**. As the title suggests, this bill would require employers to cite a specific reason for terminating their employees in writing, or the employer would be subject to a \$300 fine. We believe this legislation would hinder flexibility and increase administrative burdens for Connecticut employers in managing their employees, therefore **we strongly oppose it** for the following reasons.

Many employers in the state already provide terminated employees with a reason for their termination, therefore SB-715 is not necessary. We have found that many of our members and employers throughout the state already provide their employees with a written reason for termination, although no law requires them to do so. Public sector employers are required to cite a reason for termination as part of the due process granted to public employees. Employers subject to a collective bargaining agreement must adhere to the same due process standards. For employers in other categories, many have administrative protocols, employment policies and best practices that encourage and require them to provide terminated employees with written notice as well. Employers who are not required to provide such written notice often do so to ensure that the employee is aware of the reasons for his/her separation; to ensure the integrity of their personnel records; and establish the validity of the termination itself in case of future litigation.

Based on our findings, there are few categories of industry in this state where employees are terminated without being given some reason why. Therefore, we do not believe that SB-715 is a necessary measure and we further believe that **requiring employers to comply with yet another state mandate at a time when many businesses are struggling to survive and compete is an unreasonable burden** on employers who need to maintain flexibility to manage their employees as they see fit without additional government mandates.

For the aforementioned reasons, CBIA urges the Committee to **Reject SB-715**.