



## CONNECTICUT

TESTIMONY OF  
NATIONAL FEDERATION OF INDEPENDENT BUSINESS  
BY  
ANDY MARKOWSKI, CONNECTICUT STATE DIRECTOR  
*OPPOSING*  
*SB-169, AA REQUIRING EMPLOYERS TO CITE A REASON FOR TERMINATING EMPLOYEES;*  
BEFORE THE  
LABOR & PUBLIC EMPLOYEES COMMITTEE  
March 2, 2010

*The National Federation of Independent Business (NFIB), Connecticut's and the nation's leading small-business advocacy association, respectfully submits the following comments opposing the aforementioned bill:*

Opposing SB-169 – This bill appears to potentially alter the “at-will” employment rule in Connecticut, which allows employers and employees to end an employment relationship for any reason or for no reason at all. Small businesses and their workers often rely on “at will” employment relationships. It is the concern of small business that if they need to provide a reason for termination, does that not mean that the employees are no longer “at-will”?

Additionally, requiring the notices of termination to be kept for 10 years is unnecessary. Small business owners continuously cite problems complying with burdensome government regulations, including “paperwork”, and specifically “state and local paperwork” burdens. (See 2008 “*Small Business Problems & Priorities*”, NFIB Research Foundation). Finally, small business owners are concerned that passage of this bill will invite even more litigation for employers. Frivolous lawsuits create a climate of fear for small businesses. While some claims are legitimate, a large percentage are completely without merit. However, individuals and entities that are sued still have to defend themselves, and this defense is often costly to both business and ultimately their workers and consumers.