



**Testimony  
Robin Wilson  
President & CEO  
Quinnipiac Chamber of Commerce  
Before the Labor Committee  
March 2, 2010**

**SB-169, AN ACT REQUIRING EMPLOYERS TO CITE A REASON FOR TERMINATION OF THEIR EMPLOYEES**

The Quinnipiac Chamber of Commerce opposes **SB-169**, which requires an employer to provide a reason, in writing, for terminating an employee.

Connecticut is an at-will employment state, meaning that employers can terminate an employee's employment for any reason at any time, with or without cause so long as it is not illegal. In addition, employees are also free to leave their jobs at any time without repercussions.

**SB-169** undermines the common law principle of employment-at-will. Furthermore, since almost all states are employment-at-will states, this would be yet another measure that would set Connecticut apart as a business unfriendly state.

During these difficult economic times, many business owners are not drawing any salary for themselves so that they can continue to pay the bills needed to keep their doors open until times get better. Some have even taken funds from their own savings to keep operations afloat. When faced with more government mandates, these companies may simply decide to stay small rather than expand and add jobs to our economy. Or, they may look to states with more supportive business climates in order to expand their businesses.

The economic recession has taken a toll on all industry sectors across the state. With an unemployment rate of 8.5%<sup>1</sup>, it is obvious that Connecticut businesses are already struggling. Now is not the time to add another mandate. Instead the state needs to take steps to nurture the growth of small and midsize businesses, not hamstringing them with more mandates.

The Quinnipiac Chamber urges rejection of **SB-169**.

Thank you for the opportunity to comment today.

*The Quinnipiac Chamber of Commerce serves more than 800 member companies from the North Haven and Wallingford area. We are the largest non-metropolitan chamber in the state.*

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<sup>1</sup> US Bureau of Labor Statistics -- December 2009