



Connecticut Chapter

Testimony by Lelah Camp, President of
Associated Builders & Contractors

Before the Committee on Labor and Public Employees on February 10, 2011

HB 5460: An Act Concerning Captive Audience Meetings

I am the President of Associated Builders and Contractors of Connecticut (CT ABC). CT ABC is a statewide membership association that represents merit contractors and is one of the largest construction association in Connecticut.

We ask you to reject HB 5460: An Act Concerning Captive Audience Meetings. This legislation would severely restrict, if not ban, the way employees and employers communicate.

As proposed, HB 5460 would limit me as an employer from talking with my employees, at mandatory staff meetings. Some of these topics include:

- Subjects covered by a collective bargaining agreement such as wages, employee benefits, and other terms and conditions of employment. It is imperative that we communicate changes and receive feedback from our employees on these subjects. We provide many benefits to our employees including: health insurance, dental insurance, life insurance, long term disability insurance and pension fund contributions. If we are unable to discuss these very important parts of their employment benefits in a group discussion, as well as the other items listed above it will severely inhibit our employee's access to information.
- Community activities or events. We often participate in local community events such a bike rides, Relay for Life and informational seminars. This promotes a great atmosphere and builds team spirit. Why would there be legislation to inhibit this?
- Charitable campaigns (e.g., company blood drives, charitable fundraising, etc). Again our company loves to raise funds for various charities. It is our chance to "give back". Why should this discussion be restricted by law?

The bill deems these topics "political" and therefore restricted. It is imperative that as an employer I remain able to communicate fully with my employees. This bill will harm the companies that are working hard to make our state the best it can be. Let's work together on the actual problems that exist in this state.