



**CONNECTICUT**

**TESTIMONY OF  
NATIONAL FEDERATION OF INDEPENDENT BUSINESS (NFIB)  
BY  
ANDY MARKOWSKI, CONNECTICUT STATE DIRECTOR  
OPPOSING  
HB-6406, AN ACT CONCERNING EMPLOYER'S RESPONSIBILITIES AND  
EMPLOYEE RIGHTS  
AND  
HB-6408, AN ACT CONCERNING POST-TRAUMATIC STRESS DISORDER AND  
THE WORKERS' COMPENSATION ACT  
BEFORE THE  
LABOR COMMITTEE  
FEBRUARY 24, 2011**

*A non-profit, non-partisan organization founded in 1943, NFIB is Connecticut's and the nation's leading small-business association. In Connecticut, NFIB represents thousands of members and their employees and membership is scattered across the state and ranges from sophisticated high technology enterprises to single-person "Mom & Pop" shops that operate in traditional ways. NFIB's mission is "To promote and protect the right of its members to own, operate, and grow their businesses." On behalf of those small- and independent- job-providers in Connecticut, I offer the following comments:*

NFIB/Connecticut strongly opposes **HB-6406**, which unduly and necessarily burdens small businesses with onerous employee benefits notification provisions. The costs of compliance associated with this bill are detrimental to small businesses. Overseeing the administration of these notifications adds one more layer of regulation for employers to deal with in managing their workforces and hiring new employees. Small businesses get ahead by being flexible and mandates such as these represent a slippery slope when it comes to maintaining this flexibility. Dictating how a small business owner manages its employee benefits could infringe on the business' ability to update or make changes to its benefits, should the need arise.

NFIB/Connecticut strongly opposes **HB-6408**, which seeks to reinsert the post-traumatic stress disorder clause into the Workers' Compensation Act. Connecticut's small businesses are already burdened with the high costs associated with workers' compensation, unemployment costs, and high taxes. Broadening the definition of workers' compensation further adds to these costs, making it difficult for small businesses to focus on job retention and growth.

Thank you again for the opportunity to comment, and NFIB/Connecticut opposes both HB-6406 and HB-6408.