



Connecticut Business & Industry Association

**Testimony of Kia F. Murrell
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Before the Committee on Labor and Public Employees
February 24, 2011**

H.B. 6406 AAC Employers' Responsibilities and Employee Rights

I am Kia Murrell, Assistant Counsel at the Connecticut Business and Industry Association (CBIA) which represents the interests of more than 10,000 companies across the state, the vast majority of which are businesses of 50 or fewer employees.

H.B. 6406 prohibits employers from taking retaliatory action against an employee attempting to use his or her entitlements or benefits, and requires employers to notify employees, at the time of hiring, of the entitlements and benefits they may use and the penalty for an employer who fails to let him or her use them.

CBIA opposes H.B. 6406 as an unnecessary administrative and financial burden on employers at a time when many are struggling to survive and compete.

Employers are already required to inform employees of their various rights and employer responsibilities under law. They inform employees about and post various notices at the workplace on issues affecting immigration, labor rights, wage and hour law, workers compensation, family and medical leave, occupational health and safety and other matters.

We are not aware of any large-scale pattern or practice by employers to thwart these laws. Yet, if H.B. 6406 is enacted, even minor and unintentional violations would be actionable and may cause employers to incur significant penalties under this legislation. At a time when many employers are struggling to compete in a difficult environment, legislation that increases business costs and administrative burdens is ill-advised.

For the aforementioned reasons, we urge the committee to Reject H.B. 6406.