



CONNECTICUT BUSINESS & INDUSTRY ASSOCIATION

**Testimony of Kia F. Murrell
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Before the Committee on Labor and Public Employees
Hartford, CT
February 28, 2012**

S.B. 152 AAC One Day Equals One Absence

Good Afternoon Senator Prague, Representative Zalaski and other members of the Committee. My name is Kia Murrell and I am Associate Counsel at the Connecticut Business and Industry Association (CBIA). CBIA representing more than 10,000 companies throughout the state of Connecticut, but most of our members are small businesses of 50 or fewer employees.

We support S.B. 152 as a welcome change to the law regarding unemployment eligibility standards in instances where employees are repeatedly and inexplicably absent from work.

Generally, unemployment benefits are available only to those employees who lose their jobs due to no fault of their own. Employees who quit or are fired from employed are not supposed to collect benefits. Accordingly, current law provides that employees can be disqualified for unemployment benefits after separating from their employment if they had three or more instances of unexplained absence. This is commonly referred to as a "no call/no show." However, the law allows for an absence of one day or two consecutive days to constitute one "incident" of absenteeism for purposes of unemployment disqualification. That means that an employee would have to be no call-no show absent for five consecutive days to be denied unemployment benefits.

For example: an employee who is absent on Monday & Tuesday = 1st instance, Wednesday & Thursday = 2nd instance, and Friday = 3rd instance.

Many companies have internal policies stating that an employee who does not call or show for three consecutive days is considered to have quit; but that will not disqualify an employee from collecting unemployment benefits thereafter. That is why S.B. 152 would be an important step towards making the law more reflective of and responsive to modern personnel practices.

Therefore, we urge the Committee to adopt S.B. 152.