



CONNECTICUT

**TESTIMONY OF
NATIONAL FEDERATION OF INDEPENDENT BUSINESS (NFIB)
ANDY MARKOWSKI, CONNECTICUT STATE DIRECTOR
OPPOSING
HB-5256, AAC THE COMPENSATION OF WORKERS ON FAMILY HOLIDAYS
BEFORE THE
LABOR & PUBLIC EMPLOYEES COMMITTEE
FEBRUARY 27, 2014**

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. NFIB membership is scattered across the state and ranges from sophisticated high technology enterprises to "Main Street" small businesses 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 has concerns with HB-5256, and suggests rejection. A new state mandate that prescribes specific wages for employees of certain employers on specific days, i.e. "family holidays", would restrict the flexibility of employers to provide the wages benefits, and hours that their employees want, and that the employer can afford. This legislation also serves to penalize employers who may simply be responding to consumer demand by being open as they see fit. Furthermore, this legislation is unnecessary as holiday pay and time-off issues are currently worked out in thousands of small businesses and retailers in the state every day without government intervention. Finally, NFIB/Connecticut is concerned about the implications and vagaries of such a broad definition of "retail business" as contained in lines 10 - 13 of the bill. Under the contemplated definition, many small businesses would be impacted, including those which remain open as a matter of necessity and convenience for their customers (i.e. gas stations, convenience stores, pharmacies, grocery stores, etc.). The government mandate in HB-5256 is an economically dangerous imposition of additional costs and further meddling by state government into the operations of many Connecticut employers, the very employers who are being relied upon to help lead the state into economic recovery.

Thank you for the opportunity to comment, and NFIB urges lawmakers to take no action on HB-5256.