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**Edward Philipp
President/CEO, YMCA of Greenwich
H.B. 6933, An Act Concerning Predictable Scheduling for
Employees
Labor Committee
March 6, 2015**

Senator Winfield, Representative Tercyak and members of the Labor Committee, thank you for the opportunity to provide this testimony. My name is Edward Philipp and I am writing on behalf of the YMCA of Greenwich.

I am writing today to oppose HB 6933, AAC Predictable Scheduling for Employees for a number of reasons.

YMCA employee schedules do fluctuate because some of our classes and sports sessions are conducted in a short time frame. In many instances a new session begins immediately after one is concluded and our Ys are unable to calculate how many participants there will be and thus how many staff members will be needed. Sometimes our Ys add more classes at the last minute because of high registration numbers. In addition, summer camp and childcare numbers fluctuate all the time and with that, so do the staffing pattern. Furthermore, when it comes to a work schedule there are many issues that are beyond our control. There are many instances where a storm hits, like

yesterday, a local emergency is declared or a school evacuation transpires.

I also see the wellness services that we provide as being problematic with this legislation. Personal Training could no longer be provided as it would be next to impossible to schedule training sessions with members 21 days in advance. Our Group Exercise program would also prove to be problematic, if the instructor scheduled to teach a class becomes ill or has car trouble and cannot make it in to teach the class; getting written permission from a sub could prove to be difficult. Additionally, finding their own sub is what gives our instructors amazing flexibility in their schedule, if that is no longer allowed, we would be forced to become a lot less flexible with our staff and hold them accountable for missed classes.

We currently provide a very flexible schedule to all of our part time staff which is one of the benefits to working for our YMCA. Our staff tells us their availability and we then work around that when making the schedules. We offer a number of other benefits as well to our part-time employees. Some of these benefits are free membership, participation in the Y retirement plan, and an employee assistance program.

As a charity, the YMCA exists to strengthen our communities and every day we work with thousands of men, women and children to ensure everyone, regardless of age, income or background – has the opportunity to learn, grow and thrive. These are not easy tasks to accomplish and this legislation would make it that much more difficult. Thank you.