



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

March 9, 2015

H.B. 6933, An Act Concerning Predictable Scheduling for Employees

As the CEO of the Ocean Community YMCA where we have a branch in Mystic, CT along with other off-site activities in Connecticut including a Schools Out program, I would like to address the issues surrounding the proposed HB 6933, Predictable Scheduling for Employees Act and the potential impact that it might have on our community members who we serve.

I acknowledge that 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 managers are unable to calculate exactly how many participants there will be and thus how many staff members will be needed. Sometimes our Y adds 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, a local emergency is declared or a school evacuation transpires; in some situations we (the Y) have assisted in supporting our community during these challenging times, for example, by opening up our shower facilities to everyone (non-members and members) who was without power.

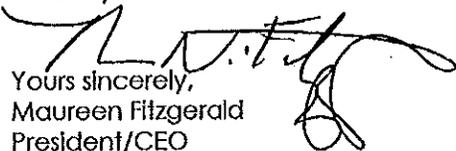
Ocean Community YMCA is proud to offer a number of benefits to our hourly employees; these employees are offered free membership with our YMCA, short term disability insurance, and participation in the Y retirement plan upon meeting the eligibility criteria.

During the interview process an applicant is asked to provide their hours of availability and they are informed that there are times where they might need to have a flexible schedule in order to meet the needs of our members; likewise we have a reputation as an employer of being flexible with the needs of our hourly staff to accommodate their needs especially where school and child care schedules conflict.

Ocean Community YMCA makes every effort to work with employees and provide them with the opportunity to work an appropriate number of hours according to their schedule.

Last year, Connecticut's YMCAs provided almost \$16 million in financial assistance to Connecticut families so they can participate in a number of the Y programs offered across the state. The additional staffing costs associated with this bill would impact the YMCAs across Connecticut ability to strengthen their communities and every day work with thousands of men, women and children.

I thank you for the time taken to read this and I hope that you will consider opposing the H.B. 6933.


Yours sincerely,
Maureen Fitzgerald
President/CEO

OCEAN COMMUNITY YMCA

ARCADIA BRANCH
P.O. BOX 540, 1190 Main Street, Wyoming, RI 02898
401 539 2306

MYSTIC BRANCH
1 Harry Austin Drive, Mystic, CT 06355
860 536 3575

WESTERLY-PAWCATUCK BRANCH
95 High Street, Westerly, RI 02891
401 596 2894

ASSOCIATION OFFICE 95 High Street, Westerly, RI 02891 401 596 2894 www.oceancommunityymca.org

YMCA Mission: To put Christian principles into practice through programs that build healthy spirit, mind and body for all.