Bianca, Pam

From: Amanda Paplauskas <Amanda.Paplauskas@coworxstaffing.com>
Sent: Monday, March 02, 2015 1:13 PM
To: LABTestimony
Subject: HB 6933 exception for staffing services

My name is Amanda Paplauskas, and I am Sr. Account Manager of CoWorx Staffing Service,

HB 6933 would require employers to provide employees with initial work schedules at least 21 days before they are scheduled to work and 21 days' advance written notice of changes to their work schedules. Because staffing firms such as mine place temporary workers on assignments with clients with little or no advance notice, HB 6933 would be impossible for the staffing industry to comply with.

Staffing firms play a critical role in this state's economy by providing workers with jobs, training, choice of assignments and work, flexibility, and a bridge to permanent employment. According to the American Staffing Association, one in five workers cites scheduling flexibility as a key reason for choosing temporary and contract work.

Staffing clients also turn to staffing companies to achieve workforce flexibility. Businesses that obtain temporary and contract employees through staffing firms cite three main reasons, according to ASA:

- To fill in for absent employees or to fill a vacancy temporarily
- To provide extra support during busy times or seasons
- To staff special short-term projects

Given the on-demand nature of temporary assignments, staffing clients often provide little to no advance notice of their staffing needs; clients often will call a staffing firm to request a worker for the following day, if not the very same day. Therefore, most staffing firms could not practically comply with HB 6933's advance notice requirements.

My firm is no exception.

Your staffing firm

- Years in business; 40 Years :
- Location:
  - CoWorx Staffing – 146 Highland Ave, Waterbury, CT 06708
- Number of internal staff: 5
- Number of temporary employees per year in Connecticut and skill sets placed: 2000
- Types of clients/industries served: Metal Stamping, Food Industry, Automotive, Aerospace, Medical devices, Distribution Warehousing, Electro Plating, Relocation Services, Job Shops, Metal Scrapping, Injection Molding / Plastics.
- Examples of short notice from clients and how it would be impossible to comply with the 21-day notice requirement
  - In the food industry especially, we will get a call for a need to send in an employee within the hour. Most scheduling adjustments are on production demands and will need people to start the same day or the very next morning.

This legislation was drafted with a so-called traditional workforce in mind—not temporary workers whose turnover rate, given their relatively short tenures and the on-demand nature of their services, was 263% in 2013, according to ASA.

Because it would be practically impossible for staffing firms such as mine to comply with the bill's notice requirements, I urge you to make such requirements inapplicable with respect to staffing firms' temporary workers.

Thank you for your consideration.

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