

# American Staffing Association

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March 5, 2015

Connecticut Labor and Public Employees Committee  
Representative Peter Tercyak, Co-Chair  
Senator Gary Winfield, Co-Chair  
Legislative Office Building, Room 3800  
Hartford, CT 06106

**Re: Proposed House Bill 6933: An Act Concerning Predictable Scheduling for Employees**

Dear Chairmen Tercyak and Winfield:

The Connecticut Staffing Association (CSA) and American Staffing Association (ASA) submit the following testimony regarding the above-referenced proposed legislation. CSA and ASA represent Connecticut's staffing firms. These firms placed over 103,000 workers on temporary and contract assignments in 2013, with an average of over 28,000 temporary workers on assignment each week. Staffing firms operated nearly 1,200 offices statewide, and generated over \$1.5 billion in revenue in 2013.

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 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. As a result, we urge that HB 6933's notice requirements be made inapplicable to staffing firm's temporary workers.

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. 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:

- 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 contact a staffing firm to request a worker, such as a substitute teacher or a replacement nurse, 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.

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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.

Because it would be practically impossible for staffing firms to comply with the bill's notice requirements, such requirements should be made inapplicable with respect to staffing firm's temporary workers.

Thank you for your consideration.

Respectfully submitted,

American Staffing Association

A handwritten signature in cursive script that reads 'Toby Malara'.

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Connecticut Staffing Association

A handwritten signature in cursive script that reads 'Erik Schwartz'.

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