



Testimony of Eric W. Gjede
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Before the Committee on Labor and Public Employees
Hartford, CT
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Testifying in opposition to HB 6933 An Act Concerning Predictable Scheduling

Good afternoon Senator Gomes, Representative Tercyak, Senator Hwang, Representative Rutigliano and members of the Labor and Public Employees Committee. My name is Eric Gjede and I am assistant counsel at the Connecticut Business and Industry Association (CBIA), which represents more than 10,000 large and small companies throughout the state of Connecticut.

CBIA opposes HB 6933.

HB 6933 requires businesses to post their employee schedules twenty-one days in advance. Any changes in that schedule prior to the commencement of an employee's shift results in the employer having to pay that individual for one hour of "predictability pay". Changes in the schedule that occur with less than twenty four hours notice result in the employer having to pay any individual impacted by the change for four hours of "predictability pay".

Connecticut is already considered by most standards to be an expensive place to do business. Not only does this inflexible new mandate add administrative burdens to the employer, but it will require employers to compensate employees for periods of time they are not working. Presumably, the reason an employer has to make a last second schedule change is because they are not busy enough to warrant the number of employees scheduled for that shift. Essentially, this mandates that employers take a financial loss during periods of time in which their business is not making money.

This bill is also silent about scheduling changes that occur through no fault of the employer. As we saw just a few weeks ago, snow can result in the need to close a business. Mechanical or plumbing problems can also result in the need to close or delay a business opening. Is an employer liable to employees for changes in schedule for events they have no control over?

This type of mandate adds to the cost of business and lends credibility to the perception of Connecticut being a bad state to run a business. If we take a different approach, and avoid applying this type of inflexible, across the board mandate on businesses, perhaps we can change that perception. If we pursue legislation that will help attract businesses to this state, we can provide more jobs and opportunities for our citizens. That is the easiest way to ensure businesses don't need to make last minute scheduling changes for financial reasons.

CBIA urges you to reject HB 6933.