



Building Community.
One Century of a Time.

Joyce D. and Andrew J. Mandell JCC

February 27, 2015

Bill Number HB6933

An Act Concerning Predictability Scheduling for Employees

The Mandell JCC is a place to gather and to serve people of all backgrounds and at every stage of life. The JCC provides recreational, cultural, educational, and social programs designed to promote physical, intellectual, and spiritual well-being of its members and others who participate.

The JCC is open 7 days a week for a total of 99 hours per week. We employ 65 full time staff and 165 part time staff. During our seasonal time, we hire an additional 130 staff at our summer day camp and swim & tennis club. The JCC is a non-profit organization with a \$9.5 million budget.

We are providing examples/situations to help in preparing testimony for this proposed bill in order for you to understand the unique nature of the JCC.

The nature of our business is one in which predictable hours are "unpredictable". Section 2a refers to providing employees with a work schedule not less than 21 days prior to the start of the schedule. As much as the concept of predictable hours seems sound and beneficial to the employees, our business cannot function with a schedule set so far in advance.

Here are several examples of why it cannot work.

1. Our maintenance staff normally have a set schedule. They each know the days they are working; Monday through Friday, Tuesday through Saturday, Sunday through Thursday or Wednesday through Sunday. Because of the work they perform, and the number of hours our building is open, there is often a need for their schedule to change during the week. Our staff maintain all parts of our building, inside and outside, including snow removal. This winters' snow storms have demanded extraordinary hours and multiple changes in schedules. Additionally, scheduling vacation time for our maintenance staff is another challenge. Because our off-site facilities are seasonal and weather-dependent, flexible scheduling is necessary. Vacation days are often requested and granted with a week, or sometimes less, notice. The remaining staff need to cover the shift, which may mean a change in their days scheduled. This bill would have a negative impact on all involved, including our members who rely on us; e.g. we couldn't get our lot plowed in time to open if we needed written consent from the employee to work the added hours that were not scheduled. Any additional hours added to their pay for the week for predictability pay, would likely be paid at an overtime rate; additional costs that the budget of a non-profit cannot absorb.

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2. A second example is with our seasonal staff, who manage our summer swim and tennis club recreational facility and summer children's day camp. Our summer is limited to 10 weeks and scheduling young part time staff for 21 days in advance is not realistic. Even if we could commit to that change in procedure, the staff would not be able to adhere to the schedule. On a weekly, sometimes daily basis, per section 2e, we would need to find a replacement to cover the shift with a staff person not already scheduled and pay them 4 hours of predictability pay in addition to the hours they are working. Additionally, if we were to cancel a staff person's shift for the day as it is unsafe for them to work due to the weather conditions (thunderstorms), then the JCC would need to pay them predictability pay, per section 3(2). These requirements will impose costs we could not recover through fees and could easily result in our closing these facilities and operations.
3. All these changes to employee schedules need to be done with written consent from the employee as a verbal agreement is no longer acceptable. The requirements imposed by these regulations will require a significant additional administrative burden. Efforts by our supervisors will shift from their primary responsibilities of managing the employees who report to work and ensuring their safety and well-being, to managing the staff not reporting to work; finding replacements, writing up consent forms for those staff able to work outside their scheduled shift and ensuring their payroll is correct with the added predictability pay. These new administrative functions will ultimately negatively impact our reputation in the community, with the end result, fewer members and lost revenue.
4. Section 2e refers to employees no longer required to find their own replacements for shifts they are unable to cover. This would be a significant change in the way we manage staff. Again, I reference the above responsibilities of a supervisor if they need to find the replacements; they will spend the majority of their day on the phone finding coverage.

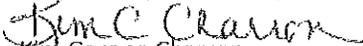
As a non-profit organization in the State of CT, every additional payroll dollar we spend on predictability pay means less revenue generated back into the programs and services we perform for the community. We play a very important role in the lives of our members and this bill seems to harm our business more than it would help our workers.

We employ approximately 500 workers each and every year, made up of full-time, part-time, seasonal and temporary workers. Staff hired for 20 or more hours are guaranteed benefits, which include paid time off. Changing their schedule does not change their pay on a weekly basis. For those staff working under 20 hours, they have chosen those hours because it works for their life, whether they are a high school student, college student, adult, parent or senior. They set their schedule as it works for them. So if they need to cover a shift for a co-worker, they are compensated for their additional time. Why does the State feel that employers need to pay them predictability pay?

The purpose of the bill is to provide stability to workers by compensating them when their schedule is changed by their employer. Though what's missing is the stability of a company when a worker changes their schedule without sufficient notice. Our business is affected by those employees who are not reporting for their assigned shift. Schedules change constantly and it's not reasonable to assume that all changes are made with a 21 day notice period.

We respectfully submit our examples in hopes that it will help your testimony and the State will recognize that passing this bill will be more detrimental to organizations doing business in the State and will look for other ways in which to assist workers.

Respectfully Submitted,


Kim Corona Charron

Controller/Human Resources

Mandell JCC