Bianca, Pam

From: Michele Diehl <Michele.Diehl@coworxstaffing.com>
Sent: Wednesday, March 04, 2015 1:19 PM
To: LABTestimony
Subject: Connecticut House Bill 6933

My name is Michele Diehl, and I am a Account Manager for the Greater Hartford Market of CoWorx Staffing Services.

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.

CoWorx Staffing Services

- Established in 1974; Connecticut offices in East Hartford, Waterbury, Danbury, and Monroe
- CoWorx has in excess of 50,000 field employees in its workforce, services all 50 states and is ranked within the top 60 largest staffing firms in the United States.
- Servicing a vast array of disciplines including Light Industrial, Administrative-Clerical, and Technical & Professional Staffing for a wide variety of industries including but not limited to manufacturing, distribution, call center, packaging and more.
- We have several clients who need temporary employees with very short notice for several reasons. This could be due to regular employees calling in sick, on medical leave, needing to meet unexpected production quotas and because of overall growth within the company.

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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