



CONNECTICUT

**TESTIMONY OF
NATIONAL FEDERATION OF INDEPENDENT BUSINESS (NFIB)
OPPOSING
HB-6933, AAC PREDICTABLE SCHEDULING
BEFORE THE
LABOR & PUBLIC EMPLOYEES COMMITTEE
MARCH 5, 2015**

A non-profit, non-partisan organization founded in 1943, NFIB is Connecticut's and the nation's leading small-business association. In Connecticut, NFIB represents thousands of members and their employees. NFIB membership is scattered across the state and ranges from sophisticated high technology enterprises to "Main Street" small businesses to single-person "Mom & Pop" shops that operate in traditional ways. NFIB's mission is "To promote and protect the right of its members to own, operate, and grow their businesses." On behalf of those small- and independent- job-providers in Connecticut, I offer the following comments:

NFIB/Connecticut has series concerns with HB-6933 and urges rejection. This unnecessary legislation sets terrible precedent by imposing a punitive fee of "predictability pay" on employers who may have to amend the schedules of their employees, even if through no fault of their own. Scheduling issues are currently worked out in thousands of small and mid-sized businesses in the state every day without state government intervention. In addition, various longstanding federal and state labor laws already adequately govern workplace scheduling matters. Finally, for many small businesses, namely restaurants, retailers, farms, manufacturers and others, as well as those that are contractors, seasonal businesses, or otherwise depend on varying customer demand, this bill would have the effect of taking away their autonomy and flexibility to schedule and staff as appropriate. This unprecedented government mandate is an economically dangerous imposition of additional costs and administrative burdens on many Connecticut employers, the very employers who are being relied upon to help lead the state into economic recovery

Thank you for the opportunity to comment, and NFIB urges lawmakers to take no action on HB-6933.