

Bianca, Pam

From: Sheila D'Angelo <sdangelo@thepremiergroup.com>
Sent: Wednesday, March 04, 2015 11:36 AM
To: LABTestimony
Subject: ~~HB 6933~~ 6933

Importance: High

Good Afternoon,

My name is Sheila D'Angelo, and I am the Vice President of Sales for Premier Group in Bethel CT. I have worked with Premier Group for 17 years. I have seen our company, and our industry as a whole, work with area firms to grow their business, maintain productivity during key busy seasons, and to transition the scope of their workforce to maintain a competitive edge in their respective industry. The net result has been increased jobs for our state.

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.

Premier Group is a regional staffing provider

- We were incorporated in 1988, locations in CT, NY, NJ, Florida
- We have 29 internal staff members
- Last year we employed 368 contractors in CT. The skill set of our talent is vast. We employ manufacturing production talent, finance and accounting, medical assistants, administrative support, marketing, logistics, engineering and IT.
- We work with clients in a variety of industries including: Healthcare, Manufacturing, Finance, Consumer Packaged Goods, Entertainment, amongst others.
- Our clients' size ranges from 10 employees to 10,000 employees
- We have many instances of roles that need to be fulfilled next day, and most commonly, temporary staffing needs have a maximum lead time of a 2 weeks. The duration of the assignment is many times unpredictable. Having to give a 21 day notice of schedule and of schedule changes will erode the benefit of having contract workers. Our employees are afforded access to great opportunities and many times can be essential in longer term employment and building skills for future employment opportunities. My clients, major CT employers, rely on us to support their need of agile workforces. This gives CT businesses the ability to be competitive in the national market. Examples include, a next day high level administrative need due to an unexpected Medical Leave, a last minute production issue at one of our manufacturing clients that necessitated 3 people within 2 days to be working on their production floor. Other examples are healthcare providers in need of supplemental staff immediately to deal with peak patient times. All are all key business needs that require rapid response to ensure that business needs are met.

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.

Best Regards,

Sheila D'Angelo, CSP
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