

Testimony of Eric W. Gjede
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Before the Committee on Labor and Public Employees
Hartford, CT
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Testifying on HB 5267 AA Creating An Employers' Bill of Rights

Good afternoon Senator Winfield, 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 supports the intent of HB 5267, but has serious concerns that if enacted improperly, it would do more harm than good to the business community.

The bill calls for the labor department to develop and promulgate a bill of rights to protect employers from frivolous complaints and claims brought by employees. While we have the utmost respect for the labor department and its commissioner and large number of highly professional employees, our concern is whether the department can objectively do this task when they are often a party to these complaints and claims (frivolous or otherwise). Without an abundance of employer input into the development of this bill of rights, and oversight by an independent third party, this proposal is problematic.

We support the intent of this proposal and hope the committee will take our concerns into account before moving forward on this bill.