



Testimony of Eric W. Gjede
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Before the Committee on Labor and Public Employees
Hartford, CT
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Testifying in opposition to HB 5124 AAC Consecutive Workdays and Holiday Pay

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 opposes 5124 because an entire chapter in the general statutes already adequately governs wage and hour issues.

As you know, state law already requires employers pay time and a half to employees for each hour worked beyond forty hours a week. The bill would also require time and a half pay on an employee's sixth consecutive day worked in a calendar week, on Sundays, and on federally recognized holidays.

Our objection to this proposal is that it is outdated and impractical in the modern workplace. Simply put, there are fewer and fewer employees working traditional, Monday through Friday, 9 to 5 hours. Hard line rules like the one proposed in this bill would not work for the non-traditional employee, and raises a lot of questions, including:

- What about employees that only work on Sunday?
- What if employees traded working on certain federal holidays, like Washington's Birthday, Memorial Day, Labor Day or Columbus Day for another benefit?
- What if the employee is scheduled for Sunday through Thursday, but has Saturday and Friday off instead?
- What if they work at a facility that requires 15 consecutive days worked in a month followed by 15 consecutive days off?

Across the board mandates like this are very hard to draft for a reason - it is nearly impossible to encompass all the different types of workplaces and schedules in today's modern economy.

I strongly urge this committee to take no further action on HB 5124.