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**Testimony Before the Labor & Public Employees Committee  
March 5, 2015**

**HB 6693 AN ACT CONCERNING PREDICTABLE SCHEDULING FOR EMPLOYEES**

The Connecticut Restaurant Association (CRA) represents over 600 restaurants and affiliated businesses across the state. Our members range from quick serve to casual to fine dining establishments. The Connecticut hospitality industry employs an estimated 145,000 people, making up 9% of our states' workforce. Restaurants are a driving force in the state's economy and generate tremendous tax revenue.

The CRA opposes HB 6693 AAC Predictable Scheduling for Employees.

Millions of people seek opportunities in the restaurant industry because of its flexibility. Flexibility is a trademark of the industry, where employers and managers regularly allow and encourage shift swapping among team members. Restaurants routinely take action without mandates to meet team member needs.

While perhaps well intentioned, proposals such as these are micromanaging in their nature and have a negative impact on small businesses, which is the majority of the restaurant industry as 90% of all U.S. restaurants are independent or franchisee owned. Mandates come at a cost in the form of reduced flexibility, fewer job opportunities and/or reduced benefits.

Today, small business owners are under considerable pressure from recent mandates such as the health care law, mandated wage hikes, and new mandated leave laws as well as record-high commodity prices. It's important to note that restaurants run on very narrow margins, on average 3 to 6 percent. Another costly mandate isn't something small businesses can easily afford.

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