



FOR YOUTH DEVELOPMENT®  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY

March 6, 2015

I am writing on behalf of the Regional YMCA of Western Ct to oppose HB 6933, AAC Predictable Scheduling for Employees, for a number of reasons. The nature of how a not for profit human service organization operates is directly tied to the number of participants in any given program on any given day. Enrollment numbers change in all of our programs, daily, weekly, monthly and seasonally. We are at the mercy of our participants. Trying to predict what our staffing needs will be 21 days in advance will be very challenging. Many of our programs are in blocks of 6 or 7 weeks. They end and the next session begins the following week. We have no way of knowing what classes will fill and which will not or even how many we might need to add. We have no control over how the public will choose to respond.

There are many situations that are also out of our control; changes to the public school calendar, weather issues all year around, cancelations by those paying for our services with and without notice or at the last minute.

Roughly half of our workforce works 15 hours or less. Many work 1 hour per week to receive the employee benefit of membership. Roughly 10% of our workforce is in high school or college and are also working for that employee benefit of membership. Our current hours of operation ensure that everyone has an 11 hour break between shifts.

Last year our YMCA awarded over \$500,000 in financial assistance to those in need. With the change to this bill and the increases to minimum wage, our ability to serve our communities as we have in the past will be severely hampered. We struggle to meet the needs of our communities and balance our budget in the current environment.

Sincerely,

Marie B. Miszewski  
President & CEO