



**John L. Cattelan**  
**Executive Director, Connecticut Alliance of YMCAs**  
**H.B. 6933, An Act Concerning Predictable Scheduling for Employees**  
**Labor Committee**  
**March 5, 2015**

Senator Winfield, Representative Tercyak and members of the Labor Committee, thank you for the opportunity to testify today. My name is John Cattelan and I am here today on behalf of the Connecticut Alliance of YMCAs. The Alliance represents 23 YMCAs across the state of Connecticut.

I am here today to oppose HB 6933, AAC Predictable Scheduling for Employees for a number of reasons.

Employee schedules do fluctuate because some of our classes and sports sessions are conducted in a short time frame. In many instances a new session begins immediately after one is concluded and our Ys are unable to calculate how many participants there will be and thus how many staff members will be needed. Sometimes our Ys add more classes at the last minute because of high registration numbers. In addition, summer camp and childcare numbers fluctuate all the time and with that, so do the staffing pattern.

Furthermore, when it comes to a work schedule there are many issues that are beyond our control. There are many instances where a storm hits, a local emergency is declared or a school evacuation transpires.

Connecticut's YMCAs offer a number of benefits to their hourly employees. These employees are offered free membership with our YMCAs, medical insurance, disability insurance, assistance programs and allowed to participate in the Y retirement plan

Before an hourly employee becomes a member of the Y family, during their new employee orientation, they are asked to provide their hours of availability and they are informed there are times where they might need to have a flexible schedule.

Our Ys make every effort to work with employees and provide them with the opportunity to work an appropriate number of hours according to their schedule.

I would like to conclude with the following information. Last year, Connecticut's YMCAs provided almost \$16 million in financial assistance to Connecticut families so they can participate in a number of the Y programs offered across the state. The additional staffing costs associated with this bill would impact the YMCAs across Connecticut ability to strengthen their communities and every day work with thousands of men, women and children.