



Testimony to the Labor and Public Employees Committee

Submitted by Mag Morelli, President, LeadingAge Connecticut

March 5, 2015

Regarding

- **HB 6875, An Act Concerning Criminal Records and Employment Applications**
- **HB 6933, An Act Concerning Predictable Scheduling for Employees**

LeadingAge Connecticut is a statewide membership association representing not-for-profit provider organizations serving older adults across the continuum of long term care, services and supports and including not-for-profit skilled nursing facilities, residential care homes, home health care agencies, hospice agencies, adult day centers, assisted living communities, affordable senior housing and continuing care retirement communities. On behalf of the association, I would like to submit the following testimony on two of the bills before you today and offer the Committee our assistance as you consider these various issues.

HB 6875, An Act Concerning Criminal Records and Employment Applications

While we do not believe that there is a conflict in terms of the types of criminal convictions included in this proposal, we wanted to bring to the Committee's attention the mandatory centralized Applicant Background Check Management System that is being developed by the Department of Public Health. Pursuant to Connecticut General Statutes, Section 19a-491c, the Department of Public Health anticipates going live with the Applicant Background Check Management System on April 1st of this year and will mandate background searches for all new hires that will have direct access to nursing home residents. The background check system will then be rolled out incrementally to other health care providers who care for older adults. While the proposed bill before your today should not affect the new centralized background check system, we felt it was important that the Committee was aware of its existence.

HB 6933, An Act Concerning Predictable Scheduling for Employees

LeadingAge Connecticut cannot support this bill as drafted. Our member organizations would find it extremely difficult to operate successfully with a strict requirement of a 21 day schedule mostly because of the unscheduled employee absences that require a health care employer to change schedules to meet the operational needs of a health care organization. The other requirements in this proposal would significantly raise the operational costs of non-profit health care provider organizations. Without a demonstrated need for the drastic changes proposed in this bill, we cannot support it at this time.

Thank you for this opportunity to submit testimony on these issues. Please consider us to be a resource to you as you consider these and other issues related to aging services.

Respectfully submitted,

Mag Morelli, President

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