



## State of Connecticut

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#### Testimony

### **R.S.B. 302 An Act Concerning The Impact Of Proposed Legislation And Proposed Regulations On Business Commerce Committee March 1<sup>st</sup>, 2016**

Chairman Senator Hartley, Chairman Representative Perone, Ranking Member Senator Frantz, Ranking Member Representative Camillo, and distinguished members of the Commerce Committee, thank you for the opportunity to testify and offer written testimony in support of RSB 302 An Act Concerning The Impact Of Proposed Legislation And Proposed Regulations On Business.

Small businesses, which are the back bone of our State, do not always have a Human Resources Department and it usually falls on the owner or a designee to review and implement any new laws that impact their businesses. It is extremely difficult for small businesses to constantly monitor new laws and amendments that the Legislature passes on continual basis and it is understandable that something may be overlooked. A small business entity should not be assessed for their first minor violation and further should be made aware of the remedial measures to correct the violation no later than thirty days after the assessment. When remedial measures have been partially instituted and a good faith effort to comply has been shown, a penalty should not be imposed. If the business is granted a second chance to comply and still does not do so within 30, 60 or even 90 days, then a penalty can be assessed.

The provisions of this section shall not apply to any willful or grossly negligent violation, a violation that results in the bodily injury of any person, or any penalty required under any provision of federal law or regulation, including any penalty required as a condition for receiving federal funding.

I urge you to consider adding the above changes to R.S.B 302 to protect Connecticut's small businesses and I will continue to make myself available to answer any questions you may have. Thank you again for this opportunity to testify and for the great work this Committee has accomplished.

  
Prasad Srinivasan  
State Representative, 31<sup>st</sup> District  
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