

Labor and Public Employees Committee

JOINT FAVORABLE REPORT

Bill No.: HB-6859

Title: AN ACT CONCERNING PREDICTABLE SCHEDULING.

Vote Date: 3/23/2023

Vote Action: Joint Favorable

PH Date: 3/9/2023

File No.: 489

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SPONSORS OF BILL:

Labor and Public Employees Committee

REASONS FOR BILL:

The reason for this bill is to provide workers in certain sectors, who work for employers of certain sizes, with predictability to their work schedules, by requiring that schedules are published two weeks in advance. This would help prevent workers from having to be "on call" at all times and provide incentives for workers who are called in unexpectedly on short notice at unscheduled hours, thus providing increased stability to said workers.

RESPONSE FROM ADMINISTRATION/AGENCY:

Dante Bartolomeo, Commissioner, Connecticut Department of Labor: Has concerns that this bill would increase the workload of the department's wage and standards division, thus resulting in increased staffing costs. Comments that it would be difficult to establish the conditions in which an employer is allowed to cancel or reschedule an employee under section 4, and that the department is unable to support the bill at this time.

Judicial Branch, External Affairs Division: Has concerns about two areas of section one that would affect the judicial process regarding whistleblowers.

NATURE AND SOURCES OF SUPPORT:

Rosa DeLauro, U.S Congresswoman: Supports this bill because workers and their families should have security and stability when it comes to their jobs, and that this bill would help achieve that by guarantee predictable schedules for them. Comments that these difficulties for workers with unpredictable schedules leads to more employee turnover and negative

results for workers, and that this bill would serve as a real solution to improve the lives of Connecticut working families.

Martin Looney, State Senator, SDO: Supports this bill because it would have a positive effect on the quality of life for workers who currently have little to no control over their schedules, leaving them in a difficult position to arrange for childcare and other important personal business. Comments that this does not prohibit employees from working a shift after less than 24 hours' notice if they mutually agree to do so with their employer.

SEIU District 1199 New England: Supports this bill because it would help homecare workers establish more predictable schedules as they often face last-minute cancelations and are effectively on call without being paid.

Anonymous, Anonymous, ACLU: Supports this bill because it guarantees a standard work schedule for workers without losing shifts or being forced to come in on their days off.

Taylor Biniarz: Supports this bill because of their own experience with unpredictable scheduling causing mental health issues, and recognizes how difficult it is for people, especially with children and families to have to work an on-call job while taking care of others.

Catherine Bradley: Supports this bill because of their own experience working at a restaurant where they were sent home a few hours early, resulting in hundreds of dollars in lost wages over time. Comments that this bill would help workers avoid that by knowing they are going to work for a certain amount of time and receive a certain pay.

Lucia Cacheco: Supports this bill because it would require that employers respect their employee's availability and prevents full time workers from getting hours cut and protects working parents from overscheduling.

Chelsea Connery: Supports this bill many of their colleagues are parents and caregivers who have dealt with unpredictable canceled shifts, therefore making it difficult to meet the basic needs of their family. Comments that unpredictable shifts cause stress and can be a health hazard to those who are unable to develop a consistent daily schedule. Also comments that they were often sent home after being called in to a shift that they were then not required to work.

Thomas Connolly, People's Center: Supports this bill because it will support CT workers in the retail, hospitality, and food services industries.

Mary Consoli, AFT CT: Supports this bill because it will ensure that workers have a job that they can rely and depend on. Comments that this bill would help families plan for childcare without having to worry about unpredictable work schedules, and that it would not negatively affect businesses because they should be more aware of who they have available to work.

Jose Diaz: Supports this bill because it would provide relief to working parents who are trying to balance work with being able to take care of their kids.

Francisco Diez, Senior Policy Strategist, Center for Popular Democracy: Supports this bill because it would have a positive impact on workers looking to study, take care of their

children, work second jobs, and have overall job security. Comments that passing this legislation would show Connecticut's commitment to building an economy where workers and their families can thrive.

Karen Dworski, United Action Connecticut: Supports this bill because they personally know hardworking caregivers who are faced with unpredictable schedules, and this negatively affects their lives as wages are already low and they often end up paying for gas in their car and childcare that ends up going to waste if an appointment is canceled.

Joelle Fishman, Chair, CT Communist Party: Supports this bill because it is important for workers to have a concrete schedule so that they can plan for childcare, appointments, and manage expenses. Comments that the negative effects on workers can negatively affect the businesses as well.

Kim Forte, Executive Director, A Better Connecticut Institute: Supports this bill because it will help provide workers with economic stability and job security. Comments that this will help provide time for families to arrange childcare as many are unable to afford it.

Seth Freeman, Professor, SEIU 4Cs: Supports this bill because workers deserve predictability in their work schedules, which helps them plan and balance their work needs with the needs of their family.

Timothy Gabriele, UNITE HERE Local 34: Supports this bill because the poor planning of managers and employers can cause financial instability for workers and lead to unpredictable childcare planning and scheduling appointments. Comments that this bill ensures that retail, food service, and hotel workers in the state have more stability and reliable paychecks.

Merrill Gay, Executive Director, CT Early Childhood Alliance: Supports this bill because a lack of predictable scheduling can create a difficult situation for workers when it comes to paying bills, knowing how many hours you are going to work, planning for childcare and making appointments. Comments that they ask that the requirements not apply to childcare services who can require substitutes at the last minute.

Travis Glenney-Tegtmeier, Organizer, CT Starbucks Workers United: Supports this bill because it will legislate an already existing policy at certain chains that require that schedules be provided at least two weeks in advance, and that it will help employees to plan their daily schedules without unpredictability.

Amy Harris: Supports this bill because it would create the work schedule predictability that workers need in order to properly plan for childcare, transportation, appointments and other facets of life.

Winston Heimer, Executive Vice President, CT Alliance for Retired Americans: Supports this bill because it will help ensure that workers have a stable job that respects their families and gives them the leeway to manage their work/life balance.

Patrick Hennessey: Supports this bill because it would help employees and their families by establishing a concrete schedule to help them know which companies are good to work for

and which ones aren't. Comments that it is a good idea to have companies pay employees for changing shift schedules as it incentivizes companies to plan to avoid this expense.

Carmen Lanche, Comunidades Sin Fronteras: Supports this bill because workers need a stable job.

Jane Latus: Supports this bill because employees cannot be expected to arrange childcare and transportation with an unpredictable work schedule. Comments that passing this bill would especially help people of color and women.

Lori LeDonne, Smart Justice Leader, ALCU of CT: Supports this bill because it is impossible for workers to pay bills, arrange for childcare, and address other needs in their personal life without job stability and knowing their schedule in advance. Comments that their own experience involved being fired for not showing up to a late notice shift.

John Jairo Lugo, Community Organizing Director, ULA: Supports this bill because it would establish fair scheduling for workers.

Eimy Martinez: Supports this bill because of their own personal experience of having a chaotic shift schedule that affected their school schedule and made it difficult to have a steady work/life balance. Also comments that they were sometimes scheduled with both a closing and opening shift followed by classes which would affect educational performance.

Laurie McFadden: Supports this bill because the lack of predictable scheduling has negatively affected aides to those with disabilities who must work a 2nd or 3rd job and are unable to perform their duties as an aide when their other employers have changed their shifts and that this bill would help address that problem.

Florencia Montenegro, Worker Leader, Connecticut Worker Center: Supports this bill because they personally know the negative effects that a last-minute work cancellation can have on someone's planning of childcare and not having the income to support their family.

Carlos Moreno, Senior Campaign Strategist & Advisor, ACLU: Supports this bill because large corporations often exploit hourly workers and get out of enforcement of wage and hour laws based on the rise of on-call scheduling practices. Comments that around 200,000 Connecticut workers have difficulty earning a stable income because of unpredictable work schedules and are intentionally under scheduled so they cannot qualify for benefits.

Joan Moriarty, Director of Research & Campaigns, Strategic Organizing Center: Supports this bill because large corporate chains are well-prepared to handle this proposed legislation and that it exempts small businesses. Provided charts and statistics detailing the concentration of fast-food companies and how they use scheduling software to create employees' schedules weeks in advance.

Laura Orban: Supports this bill because predictable scheduling is important for women and mothers who must balance taking care of their kids with having a potentially unpredictable work schedule. Comments that some mothers work multiple jobs to support their family, and a change in schedule for one job can affect their ability to work another job.

Rochelle Palache, Vice President, 32-BJ SEIU: Supports this bill because it would provide protection for working families from abusive and exploitative scheduling practices. Comments that it is particularly difficult for a parent with an unpredictable schedule to determine when to schedule doctor's appointments and arrange childcare, and that the lost wages for workers whose shifts were canceled can cause financial problems for those workers and their family.

Ann Percival: Supports this bill because it is difficult for parents to balance an unpredictable schedule with the needs of their family such as arranging transportation to work assignments, arranging for childcare, and scheduling for their kids after-school activities. Also comments that this bill would not apply to small businesses where it may have a negative effect.

Rose Reyes, Working Families Party Councilor: Supports this bill because students often have trouble participating in after school extracurricular activities when their parents have an unpredictable work schedule. This bill would help address that by giving parents more stability in scheduling so they can support their children by providing transportation to events.

James Root: Supports this bill because of their own unfair experience dealing with schedules. Comments that this bill would help both the worker and the company as it is evident that employees with predictable schedules are less likely to leave and companies can retain more employees.

Silvia Salinas, Community Advocate, Connecticut Worker Center: Supports this bill because it helps workers with an unpredictable work schedule by disincentivizing employers from calling them into work for a shift and then sending them home, thus causing them to lose wages while also likely paying someone to take care of their kids.

Azucena Santiago, Fast Food Worker, SEIU 32-BJ: Supports this bill because it will ensure that fast food management cannot cut hours for workers who are working to provide for their kids who depend on them for support.

Robert Senk: Supports this bill because unpredictable scheduling has wreaked havoc on working parents who have to pay bills and support their family.

Colena Sesanker, Associate Professor, Gateway Community College: Supports this bill because the inability to control your work schedule presents an obstacle to students who are trying to balance work, school, and childcare schedules. Comments that many of their students have dropped courses or dropped school entirely because of the unpredictability of their work schedule.

Karen Siegel, Director of Policy, Health Equity Solutions: Supports this bill because unpredictable scheduling makes it difficult for workers to hold a steady income and to work adequate hours while holding more than one job. Comments that people of color are overrepresented in the service sector and are more likely to be negatively affected by unpredictable work schedules.

Joseph Sokolovic: Supports this bill because it will help workers hold a stable job, and that it would only hurt those businesses with poor planning and would make businesses more efficient and more competent.

David Stevenson: Supports this bill because they have heard from fast food workers that they do not know their day-to-day schedules and how many hours they are going to work. Comments that these restaurants could very easily schedule a work week for their employees without much difficulty.

Caprice Taylor, CEO & President, Universal Health Care Foundation: Supports this bill because all workers deserve a good, stable job that provides them flexibility to handle family needs and to pursue a path in higher education while working to pay for school.

Terra Volpe: Supports this bill because it addresses the concerns that families have about stability and being able to know when you're working and not working so it is easier to take care of their children. Comments that this bill is fair because it will only impact large businesses who will already have the systems needed to meet these requirements.

Denise Weeks: Supports this bill because workers deserve to know their schedules in advance so that they can plan for childcare, schedule their classes, and work around having a 2nd job. Comments that workers also need to depend on a minimum number of work hours to help them budget for paying bills and other expenses.

Deborah Wright, Political Director, United Auto Workers Union 9A: Supports this bill because low wage workers often struggle to have a livable income because of the unpredictable scheduling done by their employer. Comments that this bill would help those workers by compensating them for lost hours, and that similar legislation has been passed in several other states.

Jess Zaccagnino, Policy Counsel, ACLU CT: Supports this bill because they believe it is impossible to pay bills and arrange for childcare without stability and job security. Comments that they believe that having access to stable jobs that provide opportunity is critical to leading successful and fulfilling lives.

Anonymous, Anonymous: Supports this bill because it is impossible to work a part time job if you don't know your schedule in advance. Comments that consistency in work schedule is critical for children's well being as parents who can schedule their work well in advance can spend more quality time with their children and family.

Werner Oyanadel, Policy Analyst, CWCSEO: Supports this bill because working parents dealing with unpredictable work schedules have significantly more difficulty arranging for childcare on such short notice. Comments that businesses should also support this legislation because it will lead to an increase in productivity and employee retention.

James Bhandary-Alexander: Supports this bill because it is important to ensure fair scheduling for workers so they can provide for their families and balance their work with their personal life.

John O'Connor, Professor, CSU-AAUP: Supports this bill because workers deserve a stable job and that it is not an outrageous ask to require that schedules are provided at least two weeks in advance. Comments that compensating workers for changing schedules on short notice is a good aspect of the bill.

Ed Hawthorne, President, Connecticut AFL-CIO: Supports this bill because workers dealing with unpredictable scheduling tend to spend less time with children and have more difficulty making childcare arrangements, going to events, and scheduling doctor's appointments. Comments that this bill would also help workers pay bills by requiring compensation when workers lose income due to canceled shifts.

Shellye Davis, Executive Vice President, Connecticut AFL-CIO: Supports this bill because workers often face difficulties balancing their work schedule with their education because of unpredictable scheduling. Comments that they should be able to take care of their children's needs and schedule doctors' appointments and other personal needs without the fear of having to work an unexpected shift or having an expected shift canceled.

Alexchayanne Diaz-Larui: Supports this bill because they believe Connecticut workers need stability, especially for parents who have to balance paying for food for their children and also taking care of elderly parents. Comments that they have experienced the benefits of New York's fair workweek law after employees banded together to support its enforcement.

Travis Woodward, President, CSEA SEIU Local 2001: Supports this bill because tens of thousands of Connecticut workers work under an "on-call" unpredictable work schedule system that often denies them benefits by intentionally preventing them from working full time hours. Comments that this bill ensures workers are afforded a schedule in advance and are compensate for changes on short notice.

Susan Yolen, PolitaCT: Supports this bill because it would positively impact women working in the retail, long term care, hospitality, and restaurant industries who have been shown during the pandemic to be critical employees to a functioning society and deserve to be treated with respect and afforded the opportunity to have a more predictable life schedule and have more flexibility when taking care of children.

Liz Diehl, Associate Director, CCAG: Supports this bill because it is important to establish safe and manageable work environments for hardworking people and that unpredictable work schedules create an inability for workers to care for themselves and their children.

Cristher Estrada-Perez: Supports this bill because it would support workers that are disproportionately women and people of color.

Terry Fitzgerald, Manager of Advocacy & Outreach, YWCA Hartford Region: Supports this bill because it would ensure that workers can have a healthy work-life balance and have an easier time paying bills, arrange for childcare and take care of personal responsibilities. Comments that the industries that use unpredictable scheduling often under-value work, which is often the work of women and people of color.

Rosa Franco, Rest Stop Worker, 32-BJ SEIU: Supports this bill because it will help create the stability needed for workers to support their families. Comments that her and her coworkers are subjected to constant schedule changes and hours cut that make it difficult to arrange childcare and pay bills.

Peter Fugiel, Rutgers University: Supports this bill because it would promote the goal of predictable scheduling while also allowing businesses to adapt as needed to market

demands by requiring employers to compensate employees for short-notice schedule changes. Comments that those working with unpredictable schedules have less job satisfaction and do not have the flexibility often touted by their employers.

Sarah Ganong, State Director, Working Families Power: Supports this bill because workers deserve to have a stable job that isn't subject to schedule unpredictability and one where they are properly compensated when a late schedule change is necessary. Comments that the bill would also limit the use of "clopening" schedules when workers do not have adequate rest between shifts by allowing them to decline such schedules and paying overtime to them if they do choose to work within that window.

Leanne Harpin: Supports this bill because employees facing an unpredictable "on-call schedule" do not have the security of predictable work and therefore face difficulty making childcare and elder-care arrangements, pursuing an education, and addressing other personal responsibilities that those who know their schedules in advance do not have to deal with. Comments that these workers also have more stress and more strain on family life.

Margaret Henderson, Board President, UU Congregation of Danbury: Supports this bill because those who were deemed essential during the pandemic deserve to be able to plan ahead in their schedules. Comments that they support compensating workers when these requirements cannot be met.

Nelli Jara, Executive Director, Connecticut Worker Center: Supports this bill because unpredictable schedules create financial instability for families and their time is taken advantage of by employers.

Susan Lambert, Professor, University of Chicago: Supports this bill because increased schedule predictability can be good for business in service sectors. Presented evidence that predictable scheduling and stability reduces tardiness, which can negatively affect other employees who stay later to do the work of others. Comments that the inclusion of compensating workers for canceled shifts will have a positive effect on employees by disincentivizing under-scheduling.

Kylie Lang: Supports this bill because hundreds of thousands of Connecticut workers are often forced to work with little notice, sometimes only to have their shift canceled. Comments that this has a particularly significant impact on women and people of color.

Sundai Lawrence: Supports this bill because stability is needed for workers and families.

William Lewis, Fast Food Worker, 32BJ-SEIU: Supports this bill because it would require that employers cannot schedule clopening shifts, which have had a negative effect on him personally as he needs to be able to get his daughters ready for school and take care of other parental responsibilities.

Barbara Lopez, Executive Director, Make the Road CT: Supports this bill because retail and restaurant workers are suffering lost wages due to unexpected late cancelations and less work hours. This hurts workers trying to pay bills and sometimes forces them to cut back on buying groceries. Comments that this bill would give workers the support they need by

allowing them to have flexibility in their life but also the security of knowing how much they are going to make.

Sapna Mehta, Senior Policy Analyst, CLASP: They offered testimony in favor of this legislation. They stated that it would create a more stable and reliable workforce for businesses. They cited examples of similar policy enacted in cities like Seattle, which led to more predictable schedules, improved well-being and increased financial security for workers.

Laura Narefsky, Counsel, National Women’s Law Center: They provided testimony in favor of this legislation. They argued that the practice of last-minute scheduling, or changes makes it very hard for workers to meet their responsibilities outside of their jobs, and they also undermine children and family’s well-being. They noted that women of color often bear the brunt of “in-time” scheduling practices, which undermine their economic security and ability to care for themselves and their families. They argue that this legislation would help close the gender pay gap and promote women’s economic security by providing them with predictable and stable work and pay. Lastly, they highlighted that this proposal would have economic benefits for business and the economy in general.

Sara Parker McKernan, Legislative Policy Advocate, New Haven Legal Assistance: They offered testimony in support of this proposal. They argued that last minute changes in scheduling puts workers in a tough position, leaving them with little control over their time and requires them to find last minute childcare and transportation. They also noted that this legislation would help provide workers with financial security and overall improvement in quality of life.

Natalie Petrucci, Staff Attorney, A Better Balance: They offered testimony in favor of HB 6859. They emphasized that unstable and unpredictable work scheduling puts a strain on hourly and low wage workers, and significantly impacts working family’s economic stability and health. They believe this legislation addresses this harmful work practices and allows workers the chance to have a say in their work schedule, work more productively and effectively balance their work and family responsibilities.

Gretchen Raffa, Vice President of Public Policy, Planned Parenthood: They offered testimony in favor of this proposal. They emphasized that many low wage workers, especially women and people of color, face the burdens of unpredictable schedules. This causes harms on workers ability to make ends meet and take care of their families, leading to serious health and well-being problems. They urged passing of this legislation and noted that it would provide more stable schedules and income to more than 140,000 workers.

Patrick Romano, Partner & Managing, Marketplace at Guilford Food Center: Support this bill, arguing that any increased costs towards business would be worth it in the long term. They shared that they provide their employees with a fair wage and PTO, and that it has yielded more productivity and loyalty from workers.

Nicole Sanclemente, Policy Director, CWEALF: They support this proposal, stating that it would provide important protections to workers throughout the state while simultaneously

strengthening our economy. It would provide workers with notice of schedules so they can pursue other responsibilities and interests outside of work.

Constanza Segovia, Organizer, Hartford Deportation Defense: They support this bill and believe that its critical workers have predictable work schedules.

Roger Senserrich, Policy Director, CT Working Families: They offered comments in support of this bill. They emphasized that models of this legislation have been shown to work when implemented and provide workers with flexibility while also benefiting businesses. They urge passage of this bill, as it would help tens of thousands of workers and families.

Nick Teeling, Deputy Director, CT Voices for Children: They support this proposal, arguing that unpredictable work schedules have a negative impact on health, well-being and economic security for hourly wage workers. Additionally, it limits their ability to pursue a second job, plan for childcare, go back to school etc.

Jess Zaccagnino, Policy Counsel, ACLU CT: They offered testimony supporting this legislation. They highlighted the fact that tens of thousands of workers in the state have unpredictable work weeks and cannot rely on their jobs to provide stability or a consistent paycheck, especially low wage workers of color. Additionally, people with a criminal record face over 550 legal barriers to be able to participate in society fully, many of which are related to employment, and are often unable to obtain a stable job with full time hours, benefits and pay. They urged passing of this bill and argue it would provide workers with stability and improve their work-life balance as well as boost business sales and labor productivity.

Rodney Wade, Pastor, Long Hill Bible Church: Supports this bill because it would ensure that 250,000 shift workers have access to a stable job.

Deborah Wright, Political Director, United Auto Workers Region 9A: They support this legislation, stating that many workers are facing unpredictable schedules which cause economic and caregiving instability.

Denise Weeks: Supports this bill arguing that it's critical that workers know their schedules in advance, and that they know how many hours they are expected to work so they can budget their expenses.

Jose Martinez, Resident, New Britain: He provided comments in support of this legislation, sharing his own experiences with unpredictable work schedules. He empathized that this legislation would result in a better quality of life and higher productivity for workers.

Anonymous: They support this legislation highlighting the difficulty that unpredictable work schedules have on workers who care for children, or other family members.

Several individuals testified in support of this bill because it will give employees the opportunity to work more hours and would also ensure that employers treat their employees with respect by properly compensating them for changed or canceled shifts. Commented on the negative impact that unpredictable schedules have had on low wage workers and particularly people of color. These individuals included:

1. **Jennifer Orlando**
2. **Nicholas Menapace**
3. **Jack Nevin**
4. **Thomas O'Sullivan, Vice Chair, CT Citizens for Progress**
5. **Sarah Aaron-Bromley**
6. **Beth Angel**
7. **Emma Bromley**
8. **Debra Cohen**
9. **Sharlene Kerelejza**
10. **Luis Luna, Coalition Manager, Husky 4 Immigrants**
11. **Alyssa Siegel Miles**
12. **Elvis Novas**
13. **Michael Oretade**
14. **Mary Rydingsward**
15. **Janet Stolfi Alfano, Executive Director, The Diaper Bank of CT**
16. **Robert Thomas, Fast Food Worker 32BJ-SEIU**

NATURE AND SOURCES OF OPPOSITION:

Joseph Addonizio, Owner & Manager, Saybrook FishHouse Canton: Opposes this bill because it would remove the opportunity for their employees, especially their younger employees in college and high school to have flexibility with their schedules and instead require that schedules be made weeks in advance.

Christopher Anderson, General Manager, Heritage Hotel: Opposes this bill because it no one is purposely not providing a schedule but rather adjusting to customer demand which changes how and when employees are needed.

Peter Brennan, Executive Director, NECSEMA: Opposes this bill because it would create a burden on convenience retail stores who are already struggling to find qualified employees who can work flexible hours. Comments that this legislation does not consider how these businesses have so few employees that they must call on some employees on short notice if another employee is out sick.

Adam Halberg, Barcelona Wine Bar: Opposes this bill because people often choose to work in restaurants because of the flexibility it allows for, particularly students who like the flexibility of balancing their work with their school and life.

Dean Heyl, SVP of Government Affairs and Counsel, AAHOA: Opposes this bill because a degree of flexibility is necessary in the hotel industry, as factors such as a changing number of guests, weather, and other unforeseen circumstances greatly affect the day-to-day staffing needs. Comments that hotels already try to accommodate their employee's schedules to retain their services during a labor shortage.

Steven Kaye, Owner, Ballou's Restaurant: Opposes this bill because it is unrealistic and will hurt the restaurant industry.

Richard Kerzner, Owner, Emily's Catering Group: Opposes this bill because the nature of the catering business can be affected short notice attendance numbers for affects that require flexibility in staffing for events. Comments that this job often appeals to students or stay at home parents who like the flexibility of fitting it into their schedules.

Tony Malara, VP of Government Relations, American Staffing Association: Opposes this bill based on how it would affect staffing companies that work with the employers affected by the bill, and that the temporary workers that are assigned by the company often have such short assignments that this proposal would not be necessary. Comments that they would like temporary help services to be exempt from section 1 of the bill.

Zachary McKeown, CCM: Opposes any bill or mandate that would prevent municipalities from changing their employee's schedules to manager operations and address emergencies or other unforeseen events. Comments that it would be impractical to limit the flexibility for municipalities to meet their constantly changing needs.

Tim Phelan, President, CT Retail Network: Opposes this bill and believes that it will do more harm than good as the demand for workers in the retail industry is ever-changing. Comments that the industry is already looking at ways to create more predictable schedules for employees and that this bill only creates a burdensome regulation that seeks to impose a one-size-fits-all approach to a complicated business.

Brian Phelps, President, Toad's Place: Opposes this bill because employees in the hospitality industry already enjoy a good amount of flexibility and that this bill does not consider the unpredictability of the work they do.

Despina Theodoropoulos, Owner, Five Corners, Bistro & Craft Bar: Opposes this bill because the restaurant industry thrives on flexibility and is not predictive. Comments that they already try to give employees advanced notice of schedules but are still faced with situations where shifts need to be added or canceled last minute due to staffing shortages.

Jonathan Aidukonis: Opposes this bill because most restaurants already provide the best possible scheduling considering the natural unpredictability and flexibility needed in the restaurant and hospitality industries. Comments that this bill would lead to businesses being understaffed and create added stress for workers who are working during those times.

Anonymous, Anonymous, General Manager: Opposes this bill because small restaurants are already trying to bounce back, and this would only make that more difficult.

Connecticut Hospital Association: Opposes this bill because they have concerns that it would create unsafe staffing levels in hospitals if there were a sudden spike in patients admitted and the hospital does not have enough staff scheduled for work. Comments that they would like an exemption for "long-term health care services establishments" in the bill.

Matthew Barrett, President & CEO, CAHCF-CCAL: Opposes this bill because it is important that nursing facilities have the staffing flexibility needed to take care of their residents. Comments that this bill would also make it difficult to comply with federal and state requirements that ensure that nursing facilities have qualified staff available on a daily basis, and thus requests that skilled nursing facilities be exempt from these requirements.

Chris Bird, General Manager, Connecticut Lodging Association: Opposes this bill because it does not consider the realities of the lodging industry and would force Connecticut hotels to reintroduce strict cancellation and attendee counts, thus making Connecticut a less desirable place to stay. Comments that the bill would not only have a negative effect on the lodging industry, but also adjacent industries such as restaurants and retailers.

Sarah Bratko, Policy Counsel, AHLA: Opposes this bill because it would apply to franchises with around 50 employees that are a part of a larger national brand. Comments that a fourteen-day scheduling timeline does not consider the reality of the lodging industry and how it is affected by weather, flight cancellations, and booking and event changes. Also comments that the language is unclear regarding how long rescheduling compensation pay would last.

Marc Weber, OnTheMarc: Opposes this bill because the nature of the catering business requires flexibility, as events can be scheduled or canceled on short notice and the attendance for an event is not known until a fairly short amount of time before. Comments that this bill would make it difficult to efficiently operate a catering business while being forced to comply with such stringent scheduling requirements in an unpredictable industry.

Evan Zoldessy, General Manager, Stamford Marriott Hotel & Spa: Opposes this bill because the hotel industry relies on flexibility to operate smoothly and believes that this bill would remove that flexibility that a hotel needs to address the ever-changing needs of guests and events. Comments that they already do their best to give employees predictable schedules while being realistic.

Scott Dolch, CEO, Connecticut Restaurant Association: Opposes this bill because the restaurant industry requires flexibility to operate efficiently, and it is flexibility itself that attracts many of the restaurant employees in the state. Comments that restaurants are still dealing with supply chain issues, inflation, and staffing shortages that will only be exacerbated by this legislation. Also comments that the bill essentially asks restaurants to predict the future, which is nearly impossible in such an unpredictable industry.

Scott Fanning, President, CT Franchisee Association: Opposes this bill because it is unfair to single out franchises who have been built by family owners in a similar way to non-franchised family-owned restaurants. Comments that they request that franchises be exempted from the bill.

Jeff Hanscom, VP of State, IFA: Opposes this bill because it would negatively affect locally owned franchises who are effectively competing with nearby small businesses that are non-franchised. Comments that this bill would treat similar businesses differently by requiring that they be subjected to scheduling requirements that non-franchised businesses are not subject to and ask that they receive equal treatment and not special treatment.

Andy Markowski, CT State Director, NFIB: They offered testimony in opposition to this proposal. They argued that it would be impractical and unworkable for impacted small and independently owned business. Additionally, they claim that the issue is already being addressed without state government intervention and that federal and state labor laws on this issue are currently adequate.

Nancy McKenny, Owner, Hops 44: She offered testimony in opposition, arguing that it would harm small business by forcing them to pay employees who had shifts cancelled for reasons outside of her control, such as weather or illness.

Meg Morelli, President, LeadingAge CT: Opposes this bill, arguing that nursing home staff need to be able to maintain a flexible schedule to fill shifts so they can meet the changing level of need of its residents. They noted that if enacted this legislation would pose significant barriers and burdens that would make it more difficult or impossible for nursing homes to meet their obligations to its residents. They urge that the nurse aide category be removed from this proposal.

Garrett Sheehan, President & CEO, Greater New Haven & Quinnipiac Chambers of Commerce: Opposes this legislation, claiming that it would impede necessary business operations, eliminate workplace flexibility that many employees desire and harm businesses that are already facing staff shortages.

Jennifer Smyth, HR Manager Benefits: Opposes this bill, claiming that it would prevent the needed flexibility for the hospitality industries to adjust to the needs to its guests, events or employee's requests.

Diana Staley, President, Restaurant Trade Assn: They offered comments in opposition to this bill. They believe that it's not reasonable and would create excessive and unfair penalties against businesses. They emphasized that this bill would take away the needed flexibility which changes based on how business is going. They also raised concerns that publicly posting the schedule overstep an employee's right to privacy and can cause safety concerns.

Ron Tateosian, COO, Savin Brands LLC: They opposed this bill, arguing that it would increase business costs, and eliminate flexible scheduling which would take a benefit away from workers, and make it harder for businesses to retain talented employees.

OTHER TESTIMONY:

Krista Hardwick, Senior Director, Legal Deputy Corporation: Provided general testimony with statistics that detailed how fair workweek scheduling laws have affected and can affect employees and employers.

Reported by:

Date: 04/12/2023

**Gabriel Marques, Assistant Clerk
Sebastian Musante, Assistant Clerk**