

**TESTIMONY OF  
CONNECTICUT HOSPITAL ASSOCIATION  
SUBMITTED TO THE  
LABOR AND PUBLIC EMPLOYEES COMMITTEE  
THURSDAY, MARCH 5, 2015**

**HB 6933, An Act Concerning Predictable Scheduling For Employees**

The Connecticut Hospital Association (CHA) appreciates this opportunity to submit testimony concerning **HB 6933, An Act Concerning Predictable Scheduling For Employees**. CHA opposes this bill.

Before commenting on the bill, it's important to point out that Connecticut hospitals treat everyone who comes through their doors 24 hours a day, regardless of ability to pay.

This is a time of unprecedented change in healthcare, and Connecticut hospitals are leading the charge to transform the way care is provided. They are focused on providing safe, accessible, equitable, affordable, patient-centered care for all, and they are finding innovative solutions to integrate and coordinate care to better serve their patients and communities.

HB 6933 would require, beginning in October 2015, employers to provide a work schedule 21 days in advance of the first day of the schedule, obtain written consent from employees should there be a need to work shifts not represented in the schedule, and provide one to four hours, dependent on the timing of schedule changes, of "predictability pay" that is not less than an employee's regular rate should schedule changes need to be made, among other provisions.

Such scheduling requirements are not realistic for acute care hospitals and others in the healthcare environment. The very nature of acute care hospitals is unpredictable, requiring a great deal of flexibility to ensure the safe care of patients. Patient census fluctuates, often dramatically, day-to-day and even within a given day. Hospitals have core staffing plans but must be able to respond with additional resources to meet patient needs (e.g., the sudden increase in patients requiring hospitalization for influenza or the arrival of victims of a serious accident in the Emergency Department).

The provisions of HB 6933 would limit severely the flexibility hospitals require to respond to patients' needs.

With consideration of hospitals' required flexibility to meet patients' needs, and the environment being set by other proposed legislation, we urge the Committee not to take action on HB 6933. If the Committee intends to take action on HB 6933, we request that the Committee exclude "acute care hospitals and other healthcare settings."

Thank you for your consideration of our position. For additional information, contact CHA Government Relations at (203) 294-7310.