

**TESTIMONY OF
CONNECTICUT HOSPITAL ASSOCIATION
LABOR AND PUBLIC EMPLOYEES COMMITTEE
Thursday, February 16, 2017**

SB 747, An Act Prohibiting “On-Call” Shift Scheduling

The Connecticut Hospital Association (CHA) appreciates this opportunity to submit testimony concerning **SB 747, An Act Prohibiting “On-Call” Shift Scheduling**.

Before commenting on the bill, it’s important to point out that Connecticut hospitals provide high quality care for everyone, regardless of ability to pay. Connecticut hospitals are finding innovative solutions to integrate and coordinate care to better serve patients and communities, as well as achieve health equity. These dynamic, complex organizations are working to build a healthier Connecticut. That means building a healthy economy, community, and healthcare system. By investing in the future of Connecticut’s healthcare and hospitals, rather than continuing to cut away at them, we will strengthen our economy, put communities to work, and deliver affordable care that Connecticut families deserve.

As drafted, SB 747 would prohibit the employment practice of requiring an employee to call an employer prior to a scheduled shift to confirm that the employee is needed for the shift. The bill would also require employers to give an employee at least 24 hours prior notice if the employee is not needed to work a scheduled shift.

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 in the Emergency Department of victims of a serious accident).

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. The provisions of SB 747 would limit severely the flexibility hospitals require to respond to patients’ needs.

With this in mind, along with the instability in healthcare due to the potential repeal of the Affordable Care Act and changes to the Medicaid and Medicare programs, we urge the Committee not to take action on SB 747. If the Committee intends to take action on SB 747, we request that the Committee exclude “acute care hospitals and other healthcare settings” of any requirements imposed in the proposed legislation.

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