



**TESTIMONY OF  
CONNECTICUT HOSPITAL ASSOCIATION  
SUBMITTED TO THE  
LABOR AND PUBLIC EMPLOYEES COMMITTEE  
Tuesday, February 26, 2019**

**HB 6924, An Act Prohibiting On-Call Shift Scheduling**

The Connecticut Hospital Association (CHA) appreciates this opportunity to submit testimony concerning **HB 6924, An Act Prohibiting On-Call Shift Scheduling**. CHA opposes the bill as currently drafted.

Before commenting on the bill, it's important to point out that Connecticut hospitals and health systems provide high quality care for everyone, regardless of their ability to pay. They do more than treat illness and injury. They build a healthier Connecticut by improving community health, managing chronic illness, expanding access to primary care, preparing for emergencies, and addressing social determinants of health. By investing in the future of Connecticut's hospitals, we will strengthen our healthcare system and our economy, put communities to work, and deliver affordable care that Connecticut families deserve.

As drafted, HB 6924 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 HB 6924 would limit severely the flexibility hospitals require to respond to patients' needs.

With this in mind, we urge the Committee not to take action on HB 6924. If the Committee intends to take action on HB 6924, 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.