



**TESTIMONY OF  
CONNECTICUT HOSPITAL ASSOCIATION  
SUBMITTED TO THE  
LABOR AND PUBLIC EMPLOYEES COMMITTEE  
Thursday, March 9, 2023**

**HB 6859, An Act Concerning Predictable Scheduling**

The Connecticut Hospital Association (CHA) appreciates this opportunity to submit testimony concerning **HB 6859, An Act Concerning Predictable Scheduling**. CHA is concerned that this bill will result in patients remaining in the hospital longer than is clinically appropriate and therefore opposes HB 6859.

Connecticut hospitals continue to meet the challenges posed by the COVID-19 pandemic and are now facing new challenges of treating sicker patients than they saw before the pandemic, with a dedicated but smaller workforce who are exemplary but exhausted. They are also experiencing significant financial hardships brought on by record inflation. Through it all, hospitals have been steadfast, providing high-quality care for everyone who walks through their doors, regardless of ability to pay.

HB 6859 outlines overly prescriptive and inflexible requirements related to work schedules for certain post-acute care employees. CHA is concerned of the potential impact on the flow of patients through the continuum of care should this bill be passed into law.

Scheduling requirements for acute care hospitals and others in the healthcare environment are dynamic and are adjusted at times, hourly, to meet patient care needs. The very nature of the delivery of healthcare services is unpredictable, requiring a great deal of flexibility to ensure the safe care of patients in the appropriate care settings. This flexibility is especially critical at a time when workforce challenges make it difficult to attract and retain employees.

If passed into law, HB 6859 would impact the dynamic nature of staffing in skilled nursing and nursing home facilities. Hospitals rely on these healthcare facilities to discharge patients to after they no longer need care in an acute care setting. If skilled nursing and nursing home facilities are restricted and forced to follow rigid scheduling requirements, patients will likely remain in hospitals when they would be best cared for in a skilled nursing facility or other post-acute care setting. The bottleneck in patient flow through the continuum of care has a direct impact on delays and patient boarding in hospital emergency departments.

Explained in a way most may relate to based on driving the state's highways: If a highway is the continuum of care and if nursing homes are an off-ramp and there is construction restricting the flow of traffic off of the highway, all cars on the highway are impacted due to the slowdown of traffic caused by a limited number of cars being able to freely exit the highway via the off-ramp. The results are that it takes longer to get to the off-ramp for those looking to exit and those cars not needing the off-ramp are backed up on the highway and not able to freely advance down the road.

With this in mind, we urge the Committee not to take action on HB 6859. If the Committee intends to take action on HB 6859, we respectfully request that the Committee consider excluding "Long-term health care services establishment" as defined in the bill from 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.