



The Connecticut Retail Network,* the leading voice for the retail industry in Connecticut, is **strongly opposed to HB 6859, AAC Predictable Scheduling (File #489, Cal# 317)**

The bill seeks to create a solution to a problem that does not exist and would be a giant step backwards for retail businesses, employees and customers.

One of the primary benefits of working in retail is the flexibility that our jobs provide. This bill jeopardizes that, puts enormous burdens on retailers, and ignores modern scheduling technology that is increasingly used in retail today.

Among the critical flaws in the proposed legislation:

- The bill treats franchisors and franchisees as ONE company. That is simply not accurate and is the complete opposite of the way franchises are operated.
- That provision of the bill would have a direct and adverse impact on the hundreds of small business owners in Connecticut who operate franchises throughout the state.
- HB 6859 has a private right of action section that will subject all retailers, including those small business franchise owners, to class action and frivolous lawsuits.
- In addition, the bill creates a whistleblower provision where NONE has ever previously been applied to scheduling issues.
- Sec 3 (b) of the bill requires that employers post the schedules of all employees, making everyone's schedule available for all employees to see.
- This creates serious - and potentially dangerous - personal privacy issues for employees. Victims of harassment, for example, would have their schedule available for others to see.
- The bill is overly broad and unspecific in describing the type of employee that would be covered by its provisions; the bill apparently could apply to both exempt and non-exempt employees.
- The bill requires 14 days advance notice of schedule by provided to employees, undercutting the ease of scheduling flexibility that attracts many retail employees to retail
- By requiring their work schedule be presented to employees in WRITTEN format, the bill demonstrates that it is antiquated and out-of-step with current practices and is NOT what employees want or have asked for.
- Additionally, the effective date would not provide retailers with sufficient time to comply.