



Waterbury Regional Chamber  
*driving business to business*

Testimony of Lynn Ward, President & CEO  
Waterbury Regional Chamber  
Before the Labor and Public Employees Committee  
Hartford, CT  
March 5, 2025

Testifying in **Opposition** to:  
**SB 831: An Act Concerning Advance Notice of an Employees Work Schedule to Certain Employees**

Senator Kushner, Representative Sanchez, Senator Sampson, Representative Weir and distinguished members of the Labor and Public Employees Committee: the Waterbury Regional Chamber, which serves 14 towns in the greater Waterbury region and represents the collective interests of 900 members in matters of public policy and economic development, strongly opposes **Senate Bill 831: An Act Concerning Advance Notice of an Employees Work Schedule to Certain Employees**.

With a significant number of businesses within our membership belonging to the retail, hospitality, food and long-term health care industries, the Waterbury Regional Chamber recognizes the devastating impact this bill would have on thousands of small businesses in our region. Senate Bill 831 requires certain employers within these industries to provide employees with a written estimate of the employees anticipated work schedule, and to provide written notice within 24 hours of any changes made to the original schedule. Language in this bill also mandates employers to pay employees for any hours or shifts added that are not in adherence to the notice requirements. Lastly employers who are not in compliance could be held liable through civil action.

Similar to the predictable scheduling bills proposed last session, SB 831 fails to recognize the unpredictable nature of the schedules which make businesses in these industries succeed. For instance, businesses in the forum mentioned industries deal with rapidly changing environments that rely on their employees working flexible hours, and changing or adjusting shifts based on patient or customer demands. To abide by the provisions in this bill, especially the 24-hour or 14-day notice requirement of all scheduled shifts, will

undoubtedly lead to additional managerial and administrative burdens which will only hurt the ability for businesses in these industries to maintain effective day-to-day operations.

For these reasons we urge the committee to take no action on Senate Bill 831. Thank you for your time and consideration.

Respectfully submitted,

A handwritten signature in cursive script that reads "Lynn Ward".

Lynn Ward

President & CEO