



February 26, 2019

Written testimony of Matthew V. Barrett, President and CEO of the Connecticut Association of Health Care Facilities (CAHCF): *Proposed Bill No. 6924, AN ACT PROHIBITING ON-CALL SHIFT SCHEDULING.*

This proposed bill 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, and to require employers to give an employee at least twenty-four hours prior notice if the employee is not needed to work a scheduled shift. The bill's stated purpose is to prohibit the unfair employment practice of on-call shift scheduling.

Scheduling prohibitions of this type would present considerable challenges for Connecticut nursing homes. The nursing home model of care relies heavily on needed flexibility because of the often dramatic fluctuation in the resident census. While all nursing homes have core staffing requirements, it is essential that nursing homes have the flexibility to staff based on the resident census and the care needs of those residents. There are many variable in the staffing equation as it related to care requirements of the resident population on any given day. There are also inherent uncertainties in predicting the number of admissions and discharges that will actually be experienced.

Through no fault of the nursing home, staffing needs can change on short notice. Consequently, the anticipated census and related care requirements are not actually experienced. For these reasons, CAHCF asks that Connecticut nursing home be excluded from the bill's requirements.

Thank you for this opportunity to discuss the difficult issue this bill presents for Connecticut nursing homes.

For additional information, contact: Matthew V. Barrett, mbarrett@cahcf.org or 860-290-9424.