



March 02, 2011

To Members of the Labor Committee

Reference: SB-913 (An Act Mandating Employers Provide Paid Sick Leave to Employees)

My name is Brayard Gordon; I am the Director of Global Horizon Home Care, a Homemaker – Home Health Agency for the elderly in Bloomfield, Connecticut. I am writing to voice my opposition to SB-913, which would require Connecticut employers to provide paid sick leave. These are very difficult times for our business. Insurance rates have increased as much as 19% in the last year; minimum wage was raised by 3.125% as of January 1, 2010 and the requirement for participants of the Home Care Program for elders to pay 6% of the cost of their services, has resulted in a considerable amount of clients dropping out of the program with the subsequent reduction in income.

As a provider for the Home Care Program for Elders, we are being reimbursed at very low rates, which last increase of 2.9% took place almost 4 years ago. In the meantime minimum wages were up by 7.28% and the cost of living increased by more than 8.5%. The approval of bill SB-913 under the current economic circumstances would only further increase the cost of doing business in the state of Connecticut. Furthermore it will result in no pay raises, and may even increase the unemployment rate as we will be forced to freeze hiring and may have to discontinue current positions.

We urge you to reject this proposal and work with the business community to control labor and workplace costs in Connecticut.

Thank you

Brayard Gordon
Global Horizon Home Care, Inc.

**ARCHITECTURE &
PLANNING, INC.**

FLB Architecture & Planning, Inc. 19 Silver Lane East Hartford CT 06118
(860)568-4030 fax: (860)568-5129 e-mail: flb@flbarch.com web: www.flbarch.com

February 23, 2011

Members
Legislative Labor and Public Employees Committee
State Capital
Hartford, Connecticut

Re: Opposition to SB 913 – Mandatory Paid Sick Leave

Dear Legislators,

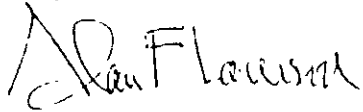
At a time when our State is reeling from the economic downturn and small businesses are struggling to survive, and I would remind you that small business is the backbone of our economy, it is impossible to imagine why the state would consider legislation that would require employers to provide paid sick leave. I understand that the current bill proposal would apply only to employers with 50 or more employees. But I also know that making the leap at a later date to a smaller threshold is much too easy.

Negotiating work conditions is part of the process of employment. I believe our firm is very responsive in that respect. We already provide 2 weeks of paid vacation in the first year of employment, seven paid holidays, and five days of paid sick leave. However, it is getting harder and harder to maintain this level of benefits. And this bill would mandate what is now subject to bargaining in the labor market.

I also understand that this would make Connecticut the first state in the country to mandate this benefit. Why do we need to be the ground breaking state on a measure that is clearly anti-business? The bill would limit a company's ability to establish labor policies that would allow it to continue in business and would make companies in Connecticut less able to compete with the adjacent states of Massachusetts, New York, and Rhode Island for skilled employees.

I urge you to reject SB 913 to save Connecticut businesses from having to absorb yet another legislative mandate that would clearly be harmful to the business community.

Very truly yours,

A handwritten signature in black ink that reads "Alan F. Lamson". The signature is written in a cursive style with a large initial "A".

Alan F. Lamson, AIA, AICP
President, Duly Authorized

c: file
Representative Jason Rojas

c:\FLB Legislation Responses\2011 SB 913.Doc



TAX-EXEMPT COMPLIANCE

February 24, 2011

Members of the Legislature's Labor and Public Employees Committee
Room 3800, Legislative Office Building
Hartford, CT 06106

Subject: SB 913: Mandatory Paid Time Off

Dear Ladies and Gentlemen:

I am the owner of a Corporation in Connecticut that employs less than 50 and provides a minimum of 2 weeks of paid vacation/leave for every employee. Vacation time, which can be used for any reason, is accumulated at the rate of one day per month following the month of employment through the month preceding the anniversary date of hire. Therefore, each member of our staff accumulates 10 days per year at a minimum.

I would like to point out the deficiencies in our voluntary program.

1. My staff tends to come to work when they are ill in an effort to save vacation/leave for when they are feeling well. This results in the opposite effect intended by Bill 913 and exposes all other staff to illness.
2. Abusers of our Program tend to call out sick on Monday and Friday.
3. Abusers of this Program have no accumulated (saved) vacation/leave time. They tend to use every hour within 30 days of receiving their allocation of vacation/leave time. In some cases, they use it before it is earned knowing that it will have accumulated before the end of the accumulation period.

SB 913 is bad for business in Connecticut in 2011. However, the Legislature, who generally does not sympathize nor understand how small business operates, is likely to push the Bill forward due to pressure by labor unions. To the extent that you feel obligated to push this Bill forward, I offer the following suggestions to amend SB 913 making mandatory leave fair to both the employer and the employee.

Consider Alternatives:

The origin of this Bill was to provide time off to employees that needed to tend to personal matters, without fear of being terminated by an employer.

There are other remedies that employers may wish to endorse other than those imposed by SB 913. As an example:

- Employers would rather provide time off without pay to employees in need of personal time off and do so without fear of termination.

If the reason for this Bill is to allow employees not report to work when they are ill or to tend to personal business without fear of losing their job, preserving the employee's job position for 40 hours a year should be adequate. Paying employees for taking the time off is an unnecessary cost.

Preserving the position and paying wages is a double hit on the employer, which will result in increasing the cost of goods and services to others or a reduction in corporate growth, which will have a negative effect on all employees of the company.

- Consider providing the employer with the authority to excuse employees who arrive to work ill or unfocused due to trauma in their life.

Bill 913 in its current form will hurt business since it requires the accrual of a minimum of 2,000 hours of paid leave for 50 full time employees. The math is simple and the benefit will be used:

50 Employees earning \$9.00 will accumulate \$18,000 in additional wages to achieve the same amount of productivity.

In addition, a minimum of \$1,377, the Social Security and Medicare match of 7.65%, must also be factored in the cost.

Lastly, every employer is being faced with special assessments for unemployment compensation and significantly increased unemployment ratings and increased costs relating to 2009-2010 layoffs and the extension of this benefit. The total of this burden alone will be devastating to some employers.

During a period of very high costs to conduct business as a result of the recent recession, the additional burden of paid leave will be devastating. The Connecticut Legislature should focus on ways to assist employers who are in serious financial trouble to get back on their feet. Bill 913 will add costs to already cash strapped businesses and further delay any economic recovery, which we all know will lead to increased employment.

Sincerely,



William M. Pascucci
Chairman

New England Stair Company, Inc.

The region's industry leader since 1975

February 23, 2011

CT Labor Committee
c/o Kia, Murrell, CBIA

To Whom It May Concern:

In response to the proposed Act SB 913, we are writing this letter to urge you to please vote NO! As a CT employer of approximately 20 employees, we understand this would not immediately affect us. However, we have in the past employed as many as 50 employees. Also, we understand that this could eventually be pushed down onto an employer of our size and this would adversely affect our operations in numerous ways.

First, the direct payroll costs of this would approximate one employee's annual salary and given the way business is going, that would mean laying off an employee, issuing pay cuts across the board or eliminating paid holidays to make up the cost. As a result our employees will have to work harder, likely resulting in more sick time for our employees as a whole, or everyone would be working for less money, thereby resulting in a further financial struggle to many families in CT.

Second, the missed work would make it nearly impossible to function seamlessly, as we attempt to do in the eyes of our customers. Each and every employee serves an important role in getting our product to our customers. We make commitments and they must be met if we are to stay in business in this environment. As of now, our employees are not paid for sick time. They are paid for pre-scheduled vacation only, as we have found over the last 35 years that they miss more work if they think they're getting paid for it. We occasionally have an employee come to work who should not be here because they are sick and we have to send them home. However, overall our employees have excellent attendance and we believe it is because they know they only get paid for their scheduled time off.

Third, when did it become the government's job to determine the employee benefits at specific companies? Employees have choices regarding what they want to do and where they want to work in this country. Some people are paid for a month a year off work, because of the choices they made in education and career. Others are paid for none, similarly because of the choices they made in education and career. This is what makes our country great. Employers should continue to have the leeway to establish their own employee benefits programs that are appropriate for their business.



1 White Street Extension P.O. Box 763 Shelton, Connecticut 06484-0763

1-800-822-6620

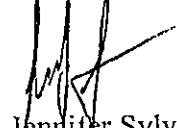
203-924-0606

Fax 203-924-0165

Finally, the administrative burden of this will be excessive on a company like ours. We would have to establish a new procedure to track employee hours worked and account for this sick time accrued and paid. This is all subject to human error and is burdensome on all companies, but especially on smaller ones.

Please take these comments into consideration when deciding how to move forward with this act.

Thank you,

A handwritten signature in black ink, appearing to read 'Jennifer Sylvia', with a long horizontal stroke extending to the right.

Jennifer Sylvia
Controller



15 East Industrial Road
Branford, CT 06405
1-800-448-8480
www.netruck.com

To: Members of the Legislature's Labor and Public Employees Committee
Subject: Reject SB 913: Mandatory Paid Time Off

February 24, 2011

Dear Committee Members,

It has come to my attention that once again the Connecticut State legislature is attempting to pass a mandatory sick leave bill (SB913.) As a small business owner struggling to survive in Connecticut, I urge you to reflect very carefully on the negative effect this legislation would have on small businesses in the state. SB913 would place one more financial "straw" onto my company's already overburdened expense structure; it is quite possibly the straw that would break our back.

New England Truck Sales & Services, Inc. is a heavy truck dealership. We represent the Daimler AG brands of Freightliner, Mitsubishi-Fuso and Sprinter. We are currently staffed at 50 employees. Our 2010 revenues were approximately \$20,000,000.

In August of 2006, I and two partners purchased this company as it was collapsing and about to close. The business had lost nearly \$2,000,000 in the previous year; it had not shown a profit in more than ten years. Prior to buying this company, I had over 15 years of "turn around" success within the heavy truck industry. I was convinced this company could be turned around and made profitable once again.

In January 2007, the trucking industry began a catastrophic slide that has just recently ended. Nationally the market dropped almost 63% in three years. In Connecticut the drop was even more severe, with the market falling off 71%. It is currently up a very modest 15-17%, but there is still a long way to go.

Since the purchase, my partners and I have invested millions of dollars in NETS Inc. We have invested in IT infrastructure, building renovation, employee training and most importantly, a much improved compensation and benefits package for our employees. We have added a 401K with matching funds, bonus plans for performance, better health insurance (with the company assuming a greater share of the cost than before), company paid life insurance and more. We have experienced lay-offs, as have most employers in Connecticut, but we have also stepped up at great personal expense to ensure that the remaining employees have job security and "best in class" benefits.

Many other business owners in the same situation have taken their losses and shut down. We have chosen to stay and fight for the good of our company, our employees and our community.





15 East Industrial Road
Branford, CT 06405
1-800-448-8480
www.netruck.com

Should SB913 be passed, it will drive up the NETS payroll substantially. Not only will I have to pay an employee for extra time off, but I will also lose the billable hours while they are out. The legislation would effectively deliver a double hit to the bottom line. In an automotive dealership fixed operations are critical to success and billable hours are the hinge pin. My Controller estimates that if SB913 passes it will increase our operating expenses by \$100,000 to \$150,000 during the course of a fiscal year.

There has been a lot of talk recently from politicians around the U.S. about small business and how important it is to our county's economic future, how it is the "backbone of our country." Where is the reality in all this rhetoric? Do the vast majority of legislators truly understand what it takes to make a small business successful? If you haven't actually built a company, turned a company around and guided a company through the ups and downs, you cannot know how difficult it is to survive and prosper in the business world.

If you want to see small business in America, come see our company. We are the epitome of small business: struggling to survive, taking care of each other....and asking you not to make imprudent decisions for us.

Sincerely,

Matthew McConnell, CEO
New England Truck Sales & Services, Inc.
Dbas Southern Connecticut Freightliner
15 East Industrial Road
Branford, CT 06405
203.481.0373 x115 (office)
203.315-3953 (fax)
203-815-4919 (cell)



2/24/2011

David Forrest
Forrest Machine, Inc.
37 Inwood Rd
Rocky Hill, CT 06067

Labor Committee

To Members Of The Labor Committee:

My name is David Forrest. I own and operate a small manufacturing company located in Rocky Hill, CT. We are a 35 year old company specializing in aircraft components. We currently employ approximately 47 people.

I am writing to oppose SB 913, An act Mandating Employers Provide Paid Sick Leave to Employees. This proposal will substantially increase costs and could cause us to evaluate other benefits we provide to our employees.

If Connecticut is truly "Open for Business" then why are we trying to burden businesses that are here with additional mandates and signal to companies that might consider Connecticut as a location that we have the most unfriendly business climate in the country?

If this committee wants to signal that Connecticut is in fact open for business then you need to stand up to powerful special interests and defeat this bill.

Businesses are already struggling with skyrocketing healthcare, energy and commodity costs while trying to remain competitive in a global economy. The state is struggling with high unemployment and record deficits. This bill will make both situations worse.

Forrest Machine, Inc.

I urge you to reject this proposal and work with the business community to control the cost of doing business in Connecticut. Growing our economy is the only solution to many of the problems our state faces.

Sincerely,

David Forrest

David Forrest
President
Forrest Machine, Inc.

Forrest Machine, Inc.



TECHNOLOGIES, INC.

Divisions Waterbury Button Company
Diversified Eyelet Company
Northeast Emblem & Badge Company

February 23, 2011

Labor Committee
State Office Building
Hartford, CT

To the members of the Committee:
Re: SB 913

I don't get it. Countries, states and companies are going bankrupt, and the Labor Committee thinks it is a good idea to continue to pile on mandates of added costs to companies that are a source of revenue? Are we trying to mirror California? And if so, what is the reasoning that makes one to expect a different outcome?

For one thing, even if giving employees additional "non-productive" time off with pay was a good idea (which it is not) the timing to even consider passing legislation forcing Connecticut companies to add additional costs to the products they manufacture is like asking a drowning man if he would like a glass of water. Has not anyone noticed that companies are struggling: unemployment is high (actually, higher than reported), states are out of money and country is almost bankrupt?

It is not like companies are feigning an inability to take on additional costs in order to retain profits. Unless you are a "too big to fail company" that gets stimulus money, the rest would either have raise prices, or reduce labor and overhead expenses to cover the additional costs. Unfortunately, every time we are forced to raise the prices of our goods, we lose customers that will buy a less expensive product - usually, one manufactured off-shore.

Companies are struggling to remain in business. I am not making this up. In the past 2-years more companies have either moved out of Connecticut, or just closed down, rather than the other way around. If the Committee wants to pass legislation, it would make more sense to pass legislation that would attract business to move to Connecticut. I have to tell you, that if I did not live in Connecticut, I would certainly consider moving to a more friendly state.

One of our divisions is The Waterbury Button Company - a company that has been in business since 1812. In 2003, my partner and I move moved the company out of

Waterbury Button Company Diversified Eyelet Company
203-271-9055 • 800-928-1812 • Fax: 203-271-9852
www.waterburybutton.com

Northeast Emblem & Badge Company
203-272-1280 • 800-316-3009 • Fax: 203-271-9852
www.nebadge.com

Waterbury to Cheshire. The primary reason was that the cost of doing business in Cheshire was much more favorable than doing business in Waterbury. It is no secret that Cheshire's tax rate was the motivating factor. While we were pleased with our decision, it was a sad day - as not only was the Company named after the City of Waterbury, but it had been in Waterbury for 191-years. Point being that most businesses are competing in a global market and will do whatever it takes to remain in business.

With regard to the paid "time off" for being sick - it is nothing more than another nail in the coffin of "Made in Connecticut" businesses. In a previous letter to CBIA I noted that my wife worked for the Woodbury Telephone Company. Paid sick time off was not always used for those that are sick. A normal conversation between employees was "I've got 4 more sick days that I have to take off, before I lose them, let's go to the Christmas Tree Store to get some shopping done." The result was that a "sick day" got converted into a "paid day off from work". If it walks like a duck, looks like a duck and quacks like a duck, then it is reasonable to assume it is a duck. As far as I am concerned, it is just another unplanned day away from work that the employee is compensated for that is a Holiday/Vacation Day (pick one). For those that do not believe that this really happens, are those that still believe in the "Tooth Fairy". Not for nothing, but The Woodbury Telephone Company (once, one of the few privately owned telephone companies in the United States) no longer exists. I am sure that it wasn't because its labor rates were too low.

With regard to the adding an additional burden onto our operating costs to our Button Division (our core business) - it will be critical. We have already lost much of the low end Fashion buttons to off-shore markets. My labor costs cannot compete with companies that (certainly) do not have the mandates that are placed on American companies. So, why would adding another cost to do business be a good thing?

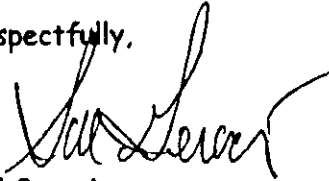
We cannot sit back and rely on the "Made in America" quality as the buffer between off-shore products and American products - as it will only be a matter of time before off-shore manufacturing quality improves. Those that have doubts can only look to Japan. They manufactured junk in the 50's - but now they make Cameras (that Germany used to make), Watches (that Switzerland used to make), and if it were not for government subsidies - they would be making most of the cars (that the USA makes). Most people would rather have a Toyota or a Lexus than a Chevrolet. And, by the way, I am composing this letter on a Dell computer that is made in China - and if I removed all the clothing that I have on that is not made in the USA, I would be sitting here naked doing so. Not a pretty sight. Not me, but the amount of business that is being lost from our state and country.

Little lengthy than intended, but I can assure you that for every additional costs you add on to the businesses in the state, the unintended consequence will be that there will be fewer business that will want to come to Connecticut, much less remain.

We are a miniscule business compared to the company down the street (Pratt & Whitney). But we share the same issues - that it is cheaper to do business elsewhere than to stay where we are. But unlike "Pratt", you cannot force every company to stay.

The "Labor Committee" should direct their efforts to finding ways to get businesses to expand and employ more people rather than enacting "make me feel good" laws that have the opposite effect. Unlike government agencies that can just access taxpayers to finance their operations, a business has to sell a product that a consumer can afford in order to remain in business. Please, reconsider and do not make it more difficult to do so.

Respectfully,

A handwritten signature in black ink, appearing to read "Sal Geraci". The signature is fluid and cursive, with a large initial "S" and "G".

Sal Geraci
Vice President/Owner

Connecticut Commission On Educational Achievement



Shana Kennedy-Salchow
Co-Executive Director
Connecticut Commission on Educational Achievement
Education Committee Public Hearing
2/28/11

- My name is Shana Kennedy-Salchow. I want to thank the members of the Education Committee for this opportunity to testify about Raised Bill 6432.
- I served as co-Executive Director of the Connecticut Commission on Educational Achievement. The Commission is a bi-partisan group of 11 business and philanthropic leaders appointed by former Governor Rell to make recommendations for closing CT's widest in the nation achievement gap. Chaired by Steve Simmons, the commission met with 200 educational experts, held hearings across the state, visited schools and went to visit other states known for reform before issuing our report in October.
- I want to start off by stating that I am very excited to see such a great focus on the Achievement Gap. Having intensively studied this issue in this Connecticut, the need to focus on the students who are being underserved by our education system cannot be understated- especially in a state where the overall averages are actually pretty good.
- While the issues around the achievement gap are complicated, and will benefit from additional input from the Task Force, there is a laundry list of things we need to get started on now and a number of ways Raised Bill 6432 can be strengthened:
- Section 3: states that the SDE shall develop model curricula in reading and mathematics for grades PK-4. I suggest including the alignment of these curricula to the Common Core Standards- we adopted them as a state as of July of this year. Furthermore, I recommend adding in language to require the bottom 5% of schools to submit their curricula for review to the SBE to ensure they align with the new curricula- with several of these schools failing for their students for more than five years, we cannot leave this to chance. Lastly, why stop at grade 4? We should go all the way to grade 12. If money is a concern, it should be noted that we do not need to do much development ourselves- because so many states have adopted them, we should be able to work with others through the consortia we belong to).
- Section 5(a). The establishment of a State Education Resource Center to promote equity and excellence sounds like a laudable goal but as written, there is no accountability included and no mention of a focus on the lowest 5% of schools which need aggressive

505 Hudson Street; 2nd Floor
Hartford, CT 06106
shanakennedy@hotmail.com
<http://ctcommissionachieve.org>

Connecticut Commission On Educational Achievement



turnaround strategies if we are going to get serious about closing the achievement gap. I suggest changing this resource center to more of a turnaround office within the SDE with an aggressive mandate to intervene in low-achieving schools.

- Section 5(b): again, on the outset, providing grants to districts identified as in need of improvement sounds great but we need to focus on holding them accountable to results. We also need to be sure to encourage innovation.
- Section 5(c): very encouraging to see provisions for training local board of education members and providing information on successful evaluation models. Should start tomorrow.
- Section 6: added in that a local or regional BOE for a school designated as low-achieving may increase the number of hours and days of the school year to improve student achievement. We recommend changing this to must—schools on the list of low-achieving schools have been “in need of improvement” for five years or more. How much longer are we going to allow them to languish?
- Section 7: We fully support a reciprocity program for educators and want to be clear that this should be for both teachers and school and district administrators. We also recommend replacing the word equivalent with similar- we need to make sure the certification requirements are similar. Should enter into the Interstate Agreement for administrative endorsements
- Section 8: We think all-day K in the priority districts is a must and are encouraged to see it included.

Additionally, to really close the achievement gap, we must:

1. Require school districts to institute a teacher evaluation system where significant weight is given to growth in student achievement, in addition to other factors such as classroom practice observations and lesson planning.
2. We must support effective teaching by basing the ability to gain and maintain tenure on teacher effectiveness.
 - Further, we need to create a way to remove ineffective teachers in a fair but faster way- if they are rated as ineffective, they must be given time and resources to improve by date certain and if they do not improve, the process of removal should not be more than 90 days.
 - We must include ineffective teaching as grounds for removal in the tenure statute.

505 Hudson Street; 2nd Floor
Hartford, CT 06106
shanakennedy@hotmail.com
<http://ctcommissionachieve.org>

Connecticut Commission On Educational Achievement



3. We must include student growth in the evaluation of principals and district leaders. If we are going to hold teachers to these measures, we must do the same for management.
 4. Must offer additional compensation to attract highly effective educators to our underperforming, schools. If the philanthropic community wants to fund this, we must make this possible.
- Last, I'd like to take this opportunity to comment on Raised Bill 6431, Section 1(f)(2)(c): As a Commission we were very supportive of shared-service models. During the course of the Commission we learned that there were \$2.5B in expenses not directly related to the classroom (plant operations, pupil transportation, benefits such as health care or insurance-not pensions, ...). Savings of just two percent could yield \$50 million. Section 1(f)(2)(c) calls for reducing the budgeted appropriation for education in an amount equal to the savings. This is a great way to incentivize districts to be more efficient. I would also encourage you to consider a concept where savings could be applied to Pre-K for low-income students and would be matched by the state. In this way, through savings we are also promoting investment in early education for our most vulnerable students.

Thank you again for allowing me to testify on these bills.

505 Hudson Street; 2nd Floor
Hartford, CT 06106
shanakennedy@hotmail.com
<http://ctcommissionachieve.org>



February 24, 2011

Dear Members of the Legislature's Labor and Public Employees Committee,

Memry Corporation is writing in strong opposition to the SB 913 legislation that would mandate employers to provide paid sick leave to their employees.

The SB 913 act will greatly increase our company's expenses. In order for us to afford to pay the increased costs we may have no other choice but to start eliminating positions and/or reduce pay. Employees benefit options may be limited as well.

Since this law is not in effect in other states, Connecticut businesses will have a tough time competing with companies in other locations due to their increased expenses. This would make it very difficult for companies to expand and continue growing.

Memry Corporation strongly feels that this bill will adversely affect our labor costs and our ability to stay competitive during these difficult economic times. Please take our views into consideration. Do not hesitate to contact me if you have any questions or if I may be of assistance in any way.

Sincerely,

A handwritten signature in black ink that reads "Marcy Macdonald". The signature is written in a cursive style with a large, prominent initial "M".

Marcy Macdonald

VP of Human Resources & Corporate Secretary

February 28, 2011

To whom it may concern:

I am writing to this department to express my concern in rejecting SB 913. I am a very small business owner with limited employees. We are primarily a service business and it is crucial to this business that employees produce daily to cover the high overhead that we all face. I cannot justify paying people who could inevitably take advantage of the paid sick time.

As a service business we totally depend on people to show up at work and perform their duties. If they are out personally or sick, they can make it up on alternate days. This is crucial to the type of business I own. Please do not pass this law as it could be so detrimental to so many businesses in CT. We are all struggling to make the taxes, high utilities, high workmen's comp, high rent expenses, high inventory and supply expenses. As a citizen of the state of Connecticut, I am very concerned about our future businesses. It is very sad and upsetting to see some really great businesses fold and leave vacant store fronts. I really feel the state should take a pro-active attitude and try to encourage businesses to come here and employ all those people who want to work in this state. Give tax breaks and incentives to us. Not punish us with more to think about and another cost to the burden we already carry.

Sincerely,

Lisa Mizzone



Coburn Technologies, Inc.
55 Gerber Road
South Windsor, CT
06074 USA

Phone: 860-648-6600
Fax: 860-648-6811

February 28, 2011

State of Connecticut
Labor and Public Employees Committee
Room 3800, Legislative Office Building
Hartford, CT 06106

To Members of the Labor Committee:

Coburn Technologies, Inc., is a newly formed business spun off by Gerber Scientific, Inc. on Dec. 31, 2010. We chose to keep our headquarters and operations in South Windsor on the campus off I-84 that was once the headquarters of Gerber Scientific, Inc. I am writing this today to voice my opposition to SB-913, which would mandate Connecticut employers to provide paid sick leave to hourly and non-exempt employees.

Coburn Technologies, Inc. is a privately held corporation employing about 100 employees in the State of Connecticut of which approximately 50 fall in to the classification of non-exempt. We are a small company struggling to provide benefits to employees comparable to what they had enjoyed previously as part of the larger Gerber organization. We do so, not because of any legal mandates, but out of a need to be competitive to attract and retain employees.

Our program provides paid time off for employees who are sick or who otherwise need personal time. We also write a check for any unused sick time as a bonus on any such employee's anniversary date. Our program also includes short and long term disability insurance that is provided at no cost to employees. However, you can be assured that if the sick leave mandate is imposed upon companies, the expense for providing such benefits will shift to employees in some other way, including the expense from the administrative hardships this legislation would cause; or even worse, companies will reduce their benefit offerings.

We do not need legislation and mandates that will further increase our business costs and force us to reevaluate the other benefits we provide to our employees. Such benefits have already been adversely affected by the economic climate, other mandates and rising costs to provide benefits.

We urge you to reject this proposal and work with the business community to control labor and workplace costs in Connecticut.

Thank you.

Sincerely,

Michael W. Dolen
Vice President, Human Resources



Stop&Shop®

February 28, 2011

To Members of the Labor & Public Employees Committee:

On behalf of The Stop & Shop Supermarket Company LLC, I am writing concerning Senate Bill 913 "An Act Mandating Employers Provide Paid Sick Leave to Employees". The Stop & Shop Supermarket Company is one of the largest employers in the state of Connecticut with more than 12,400 full and part-time associates, most of whom are unionized. We are proud to offer competitive benefit packages to all of our employees. Our benefit packages include paid sick leave after applicable waiting periods. We have 93 stores in Connecticut and look forward to continuing to be a vital part of each community in which we operate.

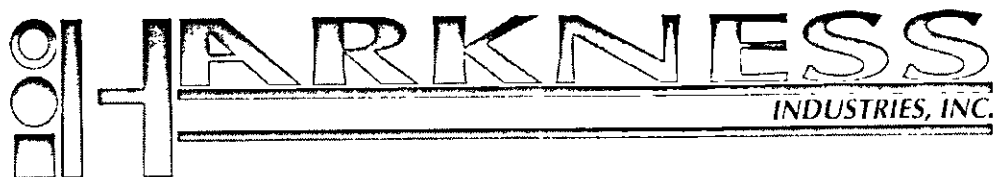
Stop & Shop opposes Senate Bill 913 because it places an unfair burden on employers that already have comprehensive benefit packages in place that include paid sick leave. The collective bargaining agreements we have with our unionized associates address a wide variety of employee benefit and compensation issues, and by mandating that all employees accrue paid sick leave according to a one-size-fits-all formula the proposed bill would disrupt comprehensive benefit packages that have been specifically negotiated with and agreed to by our union associates. For the same reason, the proposed bill would be very costly and difficult to administer.

We care about our associates and we want to continue to offer these benefits to our valuable workforce. We need the flexibility to deal with the needs of our individual associates. This proposal, a "one-size-fits-all" approach, will unfairly burden companies like Stop & Shop that already have in place comprehensive compensation and benefit packages for their employees. We strongly urge you not to support Senate Bill 913.

Sincerely,

Mark McGowan

President Stop & Shop New England Division



To: Members of the Legislature's Labor and Public Employees Committee
From: Robert P. Williams, President
Date: February 28, 2011
Re: Reject SB 913: Mandatory Paid Time Off

Message:

Attempting to pass the Mandatory Paid Time Off bill given the current economics in Connecticut indicates a lack of understanding as to the impact on companies trying to recover from a devastating recession. Any attempt to support this harmful bill suggests a desire to support a political agenda rather than do what makes sense for business. Clearly this is no time to impose such a costly mandate on employers in the state. Connecticut lost more than 100,000 jobs in the recession and the state's official unemployment rate still stands at about 9%.

If passed, this proposal will:

- Make Connecticut the first state in the nation to mandate paid time off
- Make Connecticut businesses less competitive with those in other states
- Increase labor costs significantly if an employer provides anything less than the state mandate for sick time
- Prevent employers from using attendance and other personnel policies that conflict with the state mandate

Becoming the first state in the nation to mandate paid time off for employees would be a regrettable step backward, given the state's high unemployment, struggling economy and weak job-growth prospects. Other states have avoided it just because it is a job-killer.

If mandatory paid time off passes, many employers have said they will be forced to cover the extra costs by reducing employees' benefits, cutting their hours or even eliminating positions. That's a steep price to pay.

My company ships products across the country and competes with companies spread throughout the USA. We already in the top 5 states for energy cost, our medical insurance costs start higher and have risen faster than 2/3 of the remainder of the country. How can you expect small manufacturers to compete in this environment? These types of bills are forcing us to look at other parts of the USA when our lease is up in 2012. Can you afford to lose more jobs?

Please work on legislation that will help us be more successful, and the Mandatory Paid Time Off clearly does not fall into that category!!

Donham Craft, Inc.

BARREL ELECTROPLATING
METAL FINISHING OF ALL TYPES



EAST WATERBURY ROAD
Naugatuck, Ct. 06770
(203) 729-8244
(203) 757-8273

February 28, 2011

To: Members of the Legislature's Labor and Public Employees Committee

Subject: Reject SB 913. Mandatory Paid Time Off

Doesn't it seem ridiculous in the state of this economy, that once again you, our legislatures, in the Labor Committee would raise the mandatory paid time off bill again! At what point in time will you recognize this continues to scare off potential businesses that might be willing to move into this region. We are a sick state as are many others throughout this nation. It doesn't make sense for Connecticut to be the first to implement such a bill. Will it increase our costs? How can it not!

We have vacation time and sick pay time and we have less than 50 employees but I don't wish that on every business and industry in this state. Some businesses are lucky enough to have profits that can support these benefits. But I must say, it becomes more difficult each and every year. What's more important? Healthcare benefits, reduced healthcare benefits or additional paid time off. I know what my answer would be, what about you?

Implementing this bill will have an effect on my business. With the continued decline in the manufacturing segment of our economy due to the regional high costs as well as foreign competition we have less and less companies to offer our product and services to. Do you believe implementing this bill will improve that?

Based on arguments that have been present to date, we should not have sick people visit the doctor's office as they may infect the office staff. Also our children with colds should not attend preschool or after school programs as they will also potentially infect their teachers and caretakers. We really don't have to worry about teachers in elementary and junior high school and high school systems as we already know that they have plenty of time off. So, now will it come to the point that another bill will be raised so that the parents of those children are allowed to also have a paid sick day?

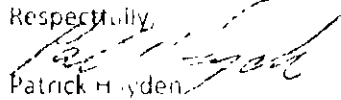
So let's go back, when is sick, really sick, and who is going to define it? How will we know if they have been sick? Will we need doctor's notes? You see how well that works in Wisconsin. Would you need to

see receipts for the cold remedies that they may have purchased? Who is to say and what is the barometer as to what sick is?

We are a regional business that relies on local companies to provide us with products to service. We presently rely heavily on our neighboring states to provide us with enough work to maintain our employment level. Your committee continues to regulate businesses large and small out of this region, this is unacceptable. I can only hope that your leadership once again does not allow this bill the light of day. We like living in Connecticut, we would like to continue doing business in Connecticut, we would like to keep our children in Connecticut but if things continue to go in this direction the manufacturing exodus will continue, which will affect jobs and unemployment. Keep in mind every manufacturing job supports an additional 3 to 4 service sector jobs.

Again as it has in the past, this bill will come out of committee, you will feel good about yourselves, at the expense of the working class who will continue to go unemployed. If you think we all have extra people available to us at any moment to replace those who claim to be sick you are sorely mistaken.

Respectfully,


Patrick Hayden
President

February 24, 2011

To Members of the Labor Committee

Dear Committee Member,

Please appose SB 913, An Act Mandating Employers Provide Paid Sick Leave to Employees.

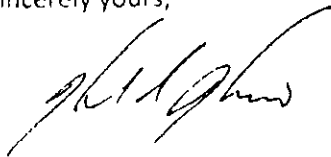
Almost all the businesses that will be directly affected by this bill already have a paid sick leave policy. By passing this bill into law you will be making paid sick leave a mandate instead of a benefit for the employees of these companies.

Connecticut employers have the expense of modifying their existing procedures to bring them into compliance and will not be able to control abuses of the system. Employers will also be subject to lawsuits when disgruntled employees allege that the employer's policy does not meet state requirements.

Connecticut has had 23% lower job growth than the rest of the states since 1990. (See attached chart) Legislation like mandatory paid sick leave has contributed to this job loss.

Please spend your time to eliminate mandates not increase them. Time is being wasted while people die for lack of jobs. The jobless are turning to drugs, alcohol and suicide because of the pressures of not having a job.

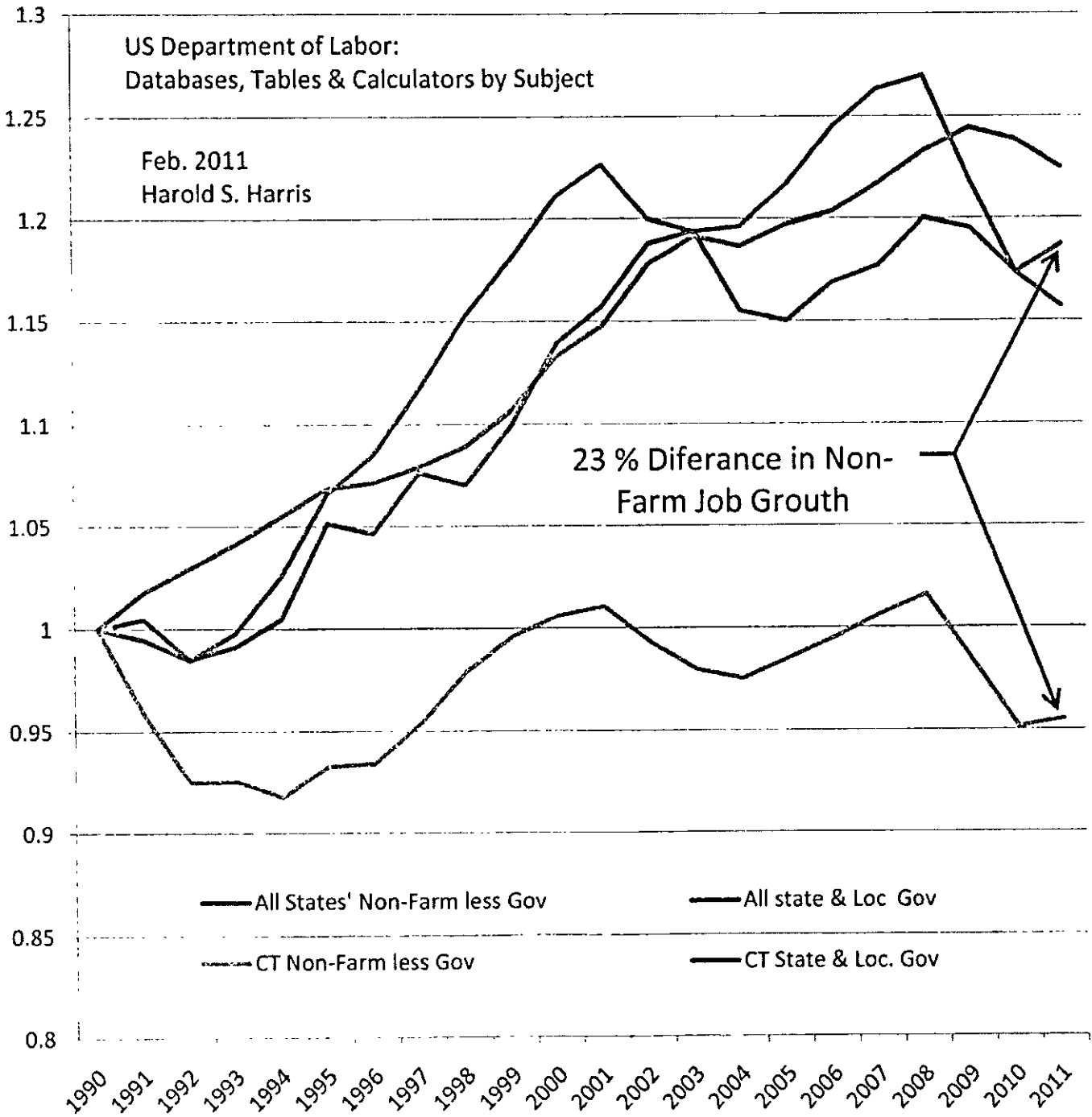
Sincerely yours,



Harold S. Harris
Chief Engineer / Director
Plastics and Concepts of Connecticut, Inc.

Attached 1. Chart of Employment Feb 2011

**State Non-Farm Employment minus Gov. Employment
Employment and All State and Local Government Employment
relative to Jan 1990**





Southern New England

*90 Hawley Avenue
Milford, CT 06460
PH: 203-783-1980
FX: 203-783-1982
<http://ceofocus.com>*

February 28, 2011

To: Members of the Connecticut Legislature's Labor and Public Employees Committee

Subject: Reject SB 913: Mandatory Paid Time Off

Greetings,

Reject SB 913! Business does not need more regulation and workers do not need a guarantee of paid time off. Businesses left to themselves will look out for their workers. The cost of compliance with unnecessary and unwarranted regulation, such as SB 913, is one of the greatest detriments to a healthy and productive workforce. The cost in money and opportunity of SB 913 is bad enough. Add to it the means for people to subvert "pay for performance" and open the door to litigation for real and imagined non-compliance and you have the freedom of business being violated and the potential for sustainable success and growth marginalized.

I cannot fathom how this committee can incur the opportunity cost of putting forth additional regulatory requirements on private business. It is mystifying how people of good conscience can so blatantly ignore the opportunity to make smart moves for real beneficial change (like in North Carolina, Georgia, Texas, Virginia, Kentucky & Minnesota for example) and instead waste taxpayer time and money attempting to prescribe behavior for free enterprise.

If you can't legislate beneficial change, legislate nothing!

Reject SB 913!

Sincerely,

Jeff Roblyer

Date: 2011.02.28 16:07:25 -05'00'

Jeff Roblyer

President



Centrix Incorporated

770 River Road
Shelton, Connecticut 06484
USA

TEL 203 929 5582
FAX 203 944 2872
TOLL-FREE 800 235 5862

February 28, 2011

To Members of the Labor Committee:

My name is Donna Rees, Vice President of Human Resources and Information Technology for Centrix, Inc., a manufacturing company located at 770 River Road in Shelton, CT.

I am writing to you to voice my opposition to SB 913, which requires Connecticut employers to provide paid sick leave and mandates how they need to do so. Centrix already provides its employees with a generous paid leave policy. This proposal WILL substantially increase our business costs and could force us to reevaluate the other benefits we provide our employees. If this bill passes, Centrix would have to make some tough choices.

Over the past few years, Centrix has been doing its part to create more jobs in Connecticut by carefully evaluating our people needs and then hiring 15 men and women in positions that never existed before at Centrix. In our current economy we feel fortunate to have been able to make these choices. However, we need the flexibility to determine what paid time off policies work for our company and in our industry--for financial, competitive and productivity reasons. The resources that would be required to implement and maintain this mandate would require Centrix to cut back on our employee recognition and rewards programs, tuition reimbursement and other training and development programs, all of which we believe are more valuable to both Centrix and our employees, as well as the State of Connecticut, than mandated sick leave. I think our employees would agree!

We already juggle both state and federally mandated regulations regarding FMLA, WC, ADA, COBRA, etc. When will we learn that placing unnecessary burdens on the employer does not necessarily achieve the desired result for the employee? How many more businesses have to close or move out of CT before we realize that many, if not most, CT employers and employees are already working effectively together for their mutual benefit, and mandates like this one can jeopardize that delicate relationship.

Mandating paid sick leave will force Centrix to take what we believe to be several steps backward in the evolution of our relationship with our employees. Our current paid leave policy does not require an employee to make a distinction as to why he or she needs leave—whether they are sick, or they have relatives in town they want to spend some time with, or they have a dental appointment. Our policy also pays the employee for any unused leave at the end of the year—this would have to be discontinued. We would have to break out sick and personal leave, and may have to do away with personal leave altogether. In addition, we would have to start requiring documentation (more loss of trees and increased healthcare costs passed on to employees!) substantiating the reason an

employee needs time off to try to prevent abuse. We will no longer be able to effectively use attendance as a criteria in employment decisions—a critical component to productivity and the success of our business.

I cannot urge you enough to reject this proposal and work with the business community to control labor and workplace costs in Connecticut. Thank you.

Sincerely,

A handwritten signature in black ink, appearing to read "Donna Rees". The signature is fluid and cursive, with a large initial "D" and "R".

Donna Rees
VP, Human Resources and
Information Technology



February 23, 2011

To the members of the Connecticut Labor Committee;

My name is Kenneth J. Flanagan and I am the President of Flanagan Industries of Glastonbury, Connecticut. We are a privately owned, second-generation manufacturer of aerospace and power generation components for several OEM's and the Department of Defense. We have been in existence and operational in this state since 1951. We employ 107 full-time individuals at two facilities.

I am writing to this committee for the second time in as many years. I am disappointed and deeply disheartened that our newly elected body of legislators continues to exhume, re-examine and evaluate this unfortunate bill (SB-913) in every session. As elected officials, you are expected to make difficult decisions for the good of your constituents. That includes both small and large businesses. This proposed bill is unnecessary and unwarranted. Why must you desire to introduce "bad for business" laws that will ultimately be burdensome on Connecticut's employers? We are already struggling with high unemployment, rising costs of living and future tax increases that will inevitably be born by all working individuals. This proposal will substantially increase our day to day business costs and will force us to re-evaluate the many other benefits that we currently provide to our employees. We would prefer not to do this.

I urge you all to reconsider and ultimately reject this proposal and instead work with the business community to control and reduce labor and workplace costs instead of increasing them in our state.

Thank you for your consideration.

Kenneth J. Flanagan,
President
Flanagan Industries
25 Mill Street
Glastonbury, Conn. 06033



CERT NO 10002100 GM
AS3160 REV B
CERT NO 10002100 ASH

Flanagan Industries
25 Mill Street
P.O. Box 396
Glastonbury, Connecticut 06033-0396
Phone: 860.633.9474
Fax: 860.659.3936
www.flanaganindustries.com
Email: flanagan.ind@fillc.com



Machined & Fabricated Plastic Parts & Components
57 South End Plaza • New Milford, CT 06776
Tel 1-860-355-9661 • Fax 1-860-355-9229

RE: SB-00063

February 23, 2011

Members of the Labor Committee,

I currently operate a small manufacturing company in New Milford. Since we started operations in 1990, we have seen many of our larger customers (and potential customers) leave the state for (political) climates more suitable to business. Here in New Milford, Kimberly Clark closed and moved it's manufacturing to the Midwest, costing this community hundreds of direct labor jobs, not to mention the ancillary jobs which existed to support their operation. One of the cited reasons was the cost of doing business in Connecticut. I find it hard to believe that the legislature would even consider passing a law that would increase the cost of doing business in the State of Connecticut. This state, along with our neighboring states, are some of the most heavily taxed states in the union. The costs of labor are high, the infrastructure is lacking and in need of repair and upgrading while the costs of energy are some of the highest around. These are all major impediments to attracting, and keeping employers in the State. This type of legislation does nothing more than increase the costs of an already overburdened business community.

You will undoubtedly hear testimony of many who are in support of this bill, citing anecdotal reasons why this bill is necessary. While we can all sympathize with each story, the reality is, if this measure does pass, these very same people may be out of work because their employer has chosen to move to a friendlier locale, had to cut labor cost, or just gave up. With these people out of work, and the business no longer operating in the state (or operating at a diminished capacity), the unemployment burden grows, and with fewer businesses to tax, the costs escalate for everyone. If this bill does come to pass, I for one will have no other choice but to reduce the benefits package we already provide our employees to pay for this. I would need to do this to stay competitive. So in effect you will be "robbing Peter to pay Paul."

Please vote this measure down, and help to create a vibrant, business friendly environment for the State of Connecticut. With More people working, employers will have to negotiate better benefits packages to attract qualified employees, state revenues would rise and the unemployment burden will decrease. A WIN-WIN situation for all.

Sincerely,

Paul Guidotti



President

East Branch Eng. & Mfg. Inc.

February 23, 2011

Labor & Public Employees Committee
Legislative Office Building
Hartford, CT 06106-1591

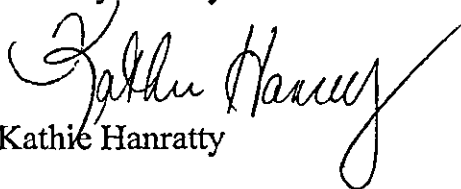
Dear Committee

My name is Kathie Hanratty, President of Jaci Carroll Staffing located in Middlebury with a branch office in Torrington where we have been providing staffing solutions to Connecticut's businesses since 1976.

I am writing to ask that you **oppose Senate Bill 913- An Act Mandating Employers Providing Paid Sick Leave to Employees**. This bill will require Connecticut employers to provide paid sick leave for all employees. This proposal will substantially increase the cost of business and could force us to reconsider other employee benefits that we offer in order to offset these costs.

Preventing the passage of this bill is crucial to the future well-being of our economy and to all residents of Connecticut. Connecticut is already one of the most expensive states in the United States to conduct business and we cannot afford to lose any more jobs to other, more affordable states. The passage of this bill would **not** make Connecticut a very attractive place to do business.

Thank you for your consideration,



Kathie Hanratty

President

www.jacicarroll.com

Middlebury

751 Straits Turnpike, Suite 1000
Middlebury, CT 06762
☎ 203-574-4838
☎ 203-756-9772
✉ jobs@jacicarroll.com

Torrington

East Main Street, Suite 101
Torrington, CT 06790
☎ 860-496-0075
☎ 860-496-1503
✉ jobs@jacicarroll.com

West Hartford

65 LaSalle Road, Suite 404
West Hartford, CT 06107
☎ 860-561-3010
☎ 860-561-3158
✉ jobs@jacicarroll.com



AAI
Workers' Compensation
Risk Certification



American Staffing Association

BECKER CONSTRUCTION COMPANY

171 TOLLAND TURNPIKE (ROUTE 74), P. O. BOX 535, WILLINGTON, CT 06279
(860) 429-2461 • (860) 429-2610 • FAX 429-0542

February 24, 2011

To: Members of the Legislature's Labor and Public Employees Committee

From: Diane Becker

Subject: **Reject SB 913: Mandatory Paid Time Off**

With the financial crisis facing this state and this country, how can your committee justify spending a minute of time on a bill such as this?

Governor Molloy has stated quite clearly that jobs are a top priority for our State. Employers create jobs. In order to do that, they must have both demand (good economy) and resources (cash). When a law takes away a business' cash, the business is less able to create a job. This mandatory paid time off bill takes cash away from business and bestows a gift on current workers. Easy for you to do! But not smart.

Your efforts should be devoted to getting Connecticut out of the current mess. This bill makes the mess worse. This bill does not help those without work, and would be a free gift to those who do – creating work conditions where none currently exist. This bill would hurt Connecticut business. This bill is wrong for Connecticut and I urge you to reject this legislation.

February 24, 2011

To Members of the Labor Committee,

My name is Russell Paine and I am the Vice President at Paine's Inc. I am the third generation in a family business that was started by my grandfather in 1929 and has been owner operated since the beginning and remains so today. We are located in East Granby, CT, and are proud to provide our customers with excellent recycling and waste removal service in and around Hartford County.

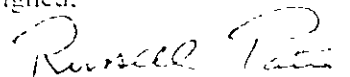
I am writing to voice my opposition to SB-913, which would require Connecticut employers to provide paid sick leave. This proposal will substantially increase our business costs and will force us to reevaluate the other benefits we provide our employees.

With diesel at \$3.77 per gallon and rising fast, unemployment at 9% + and the state of Connecticut with a 3.6 **billion** dollar deficit...what are you thinking? This nonsense needs to stop now! Here's an idea how about you do the jobs you were elected to do and find productive ways to help our state out of the poor house instead of finding new ways to drive us all closer to bankruptcy. Businesses and the people of Connecticut are tired of being used as an open bank account. This legislation and so many others like it are exactly why Connecticut and so many other states in this great country are working from the red instead of the black.

Companies cannot and will not invest in the future of Connecticut to expand their businesses, improve employee benefits and create the new jobs that this state needs so desperately if the cost of doing business continues to sky rocket and our customers decline.

The responsible thing for this Committee to do is to reject this proposal to show that working with Connecticut's Businesses and its Residents to curb needless spending is at the top of this Legislature's agenda. Thank you.

Signed,



Russell Paine
Vice President

Connecticut Plywood Corporation

SINCE 1956

9 ANDOVER DR
WEST HARTFORD, CT. 06110
800-262-7325

189 PEPES FARM ROAD
MILFORD, CT. 06460
800-232-2480

45 INDUSTRIAL PK. ROAD
ALBANY, N.Y. 12206
800-317-7642

Mandating Employers Provide Paid Sick Leave to Employees SB 913

I am totally opposed to this bill currently being proposed-again. Hopefully it will be defeated for obvious reasons. It's legislation like this that causes businesses to flee this state. The legislature is wrong to make decisions that management (of private enterprise) must make to enable profitability and survival of that enterprise. It will guarantee increased absenteeism and costs associated with replacement of that employee for the day. In addition increased absenteeism places more work pressure on the employees that have to cover for that absent employee. Hopefully we still live in free country, whereby any employee who is unhappy with his/her available sick time can leave their job and go elsewhere if they so please. In order to retain qualified employees, businesses employ benefit programs that fit what the enterprise can afford. As the astute Forbes Magazine financial expert, Ken Fisher, once said: "Thanks for not legislating".

Thank you.
Charles Dionisio

ISO
9001:2000
REGISTERED

ISO
13485:2003
REGISTERED



Deringer-Ney Inc.
Ney Industrial Park
Two Douglas Street
Bloomfield, Connecticut
06002-3690 USA

Phone 860/242-2281
Fax 860/242-5688
www.deringerney.com

To: Members of the Legislature's Labor and Public Employees Committee
Subject: Reject SB 913: Mandatory Paid Time Off

We are writing you to voice our opposition to *SB 913, An Act Mandating Employers Provide Paid Sick Leave to Employees*, which would require Connecticut employers to provide paid sick leave to their employees. The proposal will substantially increase our business costs and could force us to re-evaluate the other benefits we provide to our employees. It could decrease our ability to grow and create jobs in the State. Faced with this legislation, employers would be forced to look at all of their alternatives in order to stay competitive.

We currently offer a generous benefit package which includes paid sick time for our employees. Two of these days can be used as personal time throughout the year. We also offer Short and Long -Term Disability benefits to our employees, at no cost.

Given the current economic situation we are in, this legislation is ill-timed and is harmful to Connecticut businesses and jobs.

We urge you to reject this proposal and work with the business community to control labor and workplace costs in Connecticut.

Regards,

James W. Cummings
Vice President Operations
Deringer Ney Inc.
2 Douglas Street
Ney Industrial Park
Bloomfield, CT 06002



Arthur A. Horton, Inc.
Canton Business Park
97 River Road
Canton, Connecticut 06019
(860) 693.6388
(860) 693.6517 FAX

February 23, 2011

Re: SB 913

To Members of the Labor Committee:

My name is Kathleen Deming, I am the Vice President of Finance at Arthur A. Horton, Inc., Electrical Contractors in Canton, CT.

I am writing to voice my opposition to SB 913, which would require Connecticut employers to provide paid sick leave. This proposal will substantially increase our business costs and could force us to re-evaluate the other benefits we provide our employees.

We have put a lot of time and consideration into determining what benefits we can afford to provide to our employees. We feel the benefits we currently provide (which do include paid sick time) are fair.

We are a small business with 36 employees working in the construction field. The cost of doing business in the state of Connecticut has skyrocketed, and the added costs of providing increased sick leave will make us much less competitive when bidding against electricians in other states.

Your paid sick leave mandate will only encourage employees to take more time off from work, slowing down productivity. The work we do requires us to complete jobs within designated time lines. If we do not meet the deadlines penalties are imposed causing higher costs. We need to count on our employees showing up to work on a regular basis.

I urge you to reject SB 913 and work with the business community to control labor and workplace costs in Connecticut.

Thank you.

Kathleen K. Deming
Vice President of Finance

Thompson Brands LLC

ADORACALCIUM SUPPLEMENT



February 24, 2011

Labor and Public Employees Committee
State of Connecticut

Dear Senator:

RE: OPPOSITION TO MANDATORY PAID SICK LEAVE – SB 913

I urge you to please reject this proposal. The businesses in our state simply cannot afford any additional burdens at this time. Instead, please work with the business community to control the labor and workplace costs in Connecticut.

Please stop the spending and work with businesses to help keep jobs in our state, not eliminate them.

Sincerely,

Mary Filippone
HR Manager



February, 23, 2011

To: Members of the Legislature's Labor and Public Employees Committee

From: Del Merenda
President, i-MARK Inc.

Subject: Reject SB 913: Mandatory Paid Time Off

Frankly, I am at a loss as to where to begin. Our state and our nation are experiencing significant job losses in the all-important GDP products and services sectors. Connecticut businesses are immersed in life-or-death struggles to remain competitive while keeping a strong CT labor presence that provides the necessary tax base to pay for needed government services.

While we are in the midst of the most serious sustainable job crisis in our nation's history, how can supporters of such an onerous bill as is SB 913 be so removed from this reality and blindly propose its passage? This bill's proponents need to take their heads out of the sand and focus their legislative responsibilities on growing the Connecticut labor force that produce GDP products and services. The rest of Connecticut's citizens must rely upon this essential labor base to sustain a working economy.

I believe that focus on this bill is both misguided and irresponsible. We will all be much 'sicker' if any more time and resource is taken away from solving Connecticut's current economic crisis.

Please show that you care about Connecticut's economic future and do not vote in favor of this bill that will force businesses to lay off Connecticut workers; or worse, move out altogether.

Respectfully submitted,

A handwritten signature in cursive script, appearing to read 'Del Merenda', is written in dark ink.

Del Merenda

"We get websites to workSM"

February 24, 2011



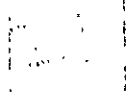
Evans Associates
Environmental Consulting, Incorporated

To: Connecticut State Legislature's Labor and Public Employees Committee

RE: SB 913, An Act Mandating Employers to Provide Paid Sick Leave to Their Employees



I have operated a small consulting firm in Connecticut since 1988, and am writing to you to voice my opposition to SB 913. As a small business owner with fewer than ten employees, I have prided myself in creating a work environment where my employees are treated with respect and compensated at a very competitive rate. That compensation package includes ten paid holidays and two personal days each year, in addition to paid vacation time of at least one week (up to three weeks for employees who have been with the company for ten years or more). While I do not pay employees for "sick time" per se, I have a policy, which is made clear to them when they apply for employment, of paying them if they become seriously ill or are unable to work for a period of more than a few days. Not surprisingly, this situation has only arisen a handful of times over the 23 years that I have been in business, and I have never gotten any complaints from my employees. No one has to sneak around if they want or need time off, and I never have to wonder whether they are really sick or when they will be back to work.



One of the benefits of being a small business owner is being able to create a work environment that is flexible and responsive to the individual needs of my employees. Mandating paid sick leave for small businesses eliminates some of that flexibility and puts an additional financial burden on the business owner. Given the current economic climate, passing a bill such as SB 913 would move me one step closer to closing the doors and going back to being a private consultant, effectively eliminating five jobs and adding to the unemployment rolls. It seems ill advised to put more of a financial burden on small businesses as we are just beginning to recover, and that is exactly what this bill would do.

Thank you for your consideration of my comments.

Sincerely,
EVANS ASSOCIATES ENVIRONMENTAL CONSULTING, INC.

Beth Evans
President

205 County Road
Bethany, CT 06524
Tel: 203 321 0570
Fax: 203 321 9196



175 Industrial Lane
Torrington, CT. 06790
Phone 860-496-1133 Fax 860-496-1166

FEBRUARY 24, 2011

To Members of the Labor & Public Employees Committee:

My name is Larry Becker, President and Owner of Reidville Hydraulics & Mfg., Inc., 175 Industrial Lane, Torrington, CT 06790.

Almost one year ago to the day, I and other business owners and numerous people from Connecticut wrote letters in opposition to Senate Bill 63 -- An Act Mandating Employers Provide Paid Sick Leave to all employees.

In the last year, the business climate in this state has not changed. Yes, the economy is improving, slowly. Our company is fortunate to have new opportunities to grow our business and start hiring again. Without the cost cutting measures implemented in the last few years, we would not have these opportunities.

The state is again considering implementing mandates such as SB-913, An Act Mandating Employers Provide Paid Sick Leave to Employees (sounds familiar) which will only drive operating costs up. We hear that Jobs are Job one! When will the legislature realize that bills like this only hurt the ability to survive in this already costly state?

We urge you to reject SB-913 and keep it off the table. Instead, use your collective experience and talent to work on bills that really matter (reducing the size and cost of government, improving education, improving the infrastructure, and oppose all bills that are harmful to the goal of making Connecticut, once again an attractive place to do business.

Thank you for your support.


Larry J. Becker

President



Manufacturers
of
Aluminum Extrusions
Architural Products

75 LEEDER HILL DRIVE. P.O. BOX 4275
HAMDEN CONN 06514
TEL: (203-288-8484)
FAX (203-248-4484)

February 25, 2011

To the members of the Labor Committee

My name is Howard Goldfarb; I am the president of Leed Himmel Industries located in Hamden. We have been a Connecticut Company for 100 years.

I am writing to express my disbelief that in this economy you are considering the SB-91s3 which will provide paid sick days at the rate of 1 hours pay for every 40 worked. Connecticut, and for that matter most of the Nation's companies are still suffering from a near total collapse of the economy. Our business has fallen to less than one half of the volume from as recently as 2 years ago. And has not come back

We had a normal employment level of about 100 employees. Currently we have laid off or not replaced about 40 employees.

If this proposal is enacted the estimated cost to our company would be approximately \$104,000.00 annually. At the present time we are no longer profitable, and the prognosis is more of the same. How do you expect Connecticut companies to expend additional benefits when we are already struggling to maintain the ones we currently have.

It should also be noted that no other state requires such payments. That just continues the uncompetitive situation, which we have in Connecticut. Simply put our competitors do not have this cost. Proposal such as this continue to make Connecticut a difficult place to do business..

I also question how we are to keep our employees from being sick an additional 52 hours per year. Doesn't this sound like an additional paid vacation?

If this and any other such bills, are allowed to pass there will not be any Manufacturing jobs left in Connecticut.

I urge you to reject this concept and not bring it up again.

Leed Himmel Ind, Inc.
Howard Goldfarb
Howard Goldfarb
President

SWI Glass & Metal

STANLEY WIESEN INC

February 24, 2011

State of Connecticut - Members of the House

RE: I urge the Labor Committee to reject SB 913, Mandating Employers To
Provide Paid Sick Leave to Employees

Please vote against the costly paid sick leave mandate when most can barely keep their doors open. In the company I own we implemented a policy twenty years ago that has incentives for employees to earn days on top of their vacation days. These days are earned as follows: For every fifty days they complete they earn a day off. In order for a day to count they have to arrive to work on time and work 8 hours. If they are late occasionally due to traffic or some other unforeseen we count these days toward the fifty. Tardiness is not an issue in our company and we seldom have days that we do not count. They can use these for sick time or other personal needs or they can accrue them and tag them onto a weekend or to use as mental health days. We ask that they plan the use of these days in advance to lessen the disruption, but we do not penalize them if they have an immediate need, such as an illness or a family member with an illness. Hopefully you are starting to get the picture that this incentive works well, if the legislature mandates that we automatically give sick days, you hurt the employer and the employee because the responsible employees will still come to work on time and not call in sick because they got up and wanted to have a day off, but the irresponsible employees will abuse their sick days and still come in late and not plan with their employer in advance when they have a doctor's appointment or other need for a day off other than emergencies. We all get sick, we all need to have the ability to stay home when we are sick, but this legislation takes another wack at the employers ability to offer incentives and rewards to people that deserve to be rewarded and encourage employees to act responsibly. Let's not water down the work force anymore than it already has been. This is precisely the type of legislative mandate that keeps companies from coming to Connecticut and encourages those that are here to leave. In these very difficult economic times, we need to be thinking of ways to support and encourage those providing jobs, we don't need any more layoffs caused by mandates. We employ on average 35 - 40 workers, so this mandate will not affect us immediately, but we do manufacture products for other businesses mainly in Connecticut, so every time one of them fails, they take a piece of us with them. Not only would this bill make new businesses less likely to locate, invest or expand here, it would also make Connecticut's existing businesses less able to compete. Last thing Connecticut needs right now is to be less competitive. Please vote no.

Sincerely,



WILLIAM J. JORDAN
PRESIDENT
STANLEY WIESEN, INC.

290 Prospect Avenue - Hartford, Ct. 06106

www.swiglass.com

860-232-0010

★CEIL★

PLUMBING & HEATING, INC.

266 South Broad Street - Pawcatuck, CT 06379

Phone (860) 599-9000 Fax (860) 599-5880

CT LIC# S-1 385964, P-1 204807

February 24, 2011

To: Members of the Legislature's Labor and Public Employees Committee

Subject: Reject SB 913: Mandatory Paid Time Off Dear Eric,

I am writing this letter to urge you **to reject SB913: Mandatory Paid Time Off.**

Requiring any business to pay employees 1 hour of sick time for every 40 hours worked is outrageous. Even for an employee who didn't work any overtime that would mean 50-52 hours of sick time in one year. If it's required and paid for by the employer that means employees will call in sick so they don't lose the "sick pay" they think they deserve. Very few people are sick for 6-7 days in any given year. So, in essence the employer will be required to pay each employee for 6 additional days of time off in addition to mandatory holidays and any vacation already paid to the employee. I can already tell you that employers will immediately change vacation policy to read vacation/sick time which will include the mandatory sick pay and decrease vacation time. That would be the only fair thing for the employer.

We have a small business of only 3 employees and our benefit package includes one week of paid vacation time after one year worked and an additional week for every five years worked. So an employee who has worked for us for 6 years gets 2 weeks paid vacation. We give vacation pay at the beginning of each year in a lump sum, and then during the year the employee can take time off for sickness or vacation with no pay. That way if they decide to take minimal time off, they make more money. If they need more time off after the earned vacation/sick time, they are not paid for it. It's in their control and we, the employer, do not have to track each day off or deal with employees calling in sick so they don't "lose" their paid sick days.

Requiring any more of businesses is only going to make it harder to compete and maintain quality service. Come December, employees will be calling in sick left and right which will only add to a difficult time of year for employers.

Please reconsider what you are asking employers to do. I believe it would prove detrimental to conducting business successfully in the State of Connecticut.

Sincerely,

Deborah W. Ceil



February 24, 2011

TO: Members of the Legislature's Labor and Public Employees Committee

Subject: Reject SB913 Mandatory Paid Time Off

We are asking for your support in **opposition** to SB-913, an Act mandating employers to provide paid sick leave to employees.

As a provider of home health care we are trying to maintain a delicate balance between the increasing costs of doing business in the State of Connecticut and keeping rates affordable for seniors and others who pay out of pocket for their services. A mandate to pay sick time will result in higher payroll costs. Unlike other types of businesses, our services are provided in the home on a "one to one" basis. Under this bill we would have to pay sick time to the ill worker and also pay the replacement worker with no ability to recoup this additional cost. We operate with very small profit margins and simply cannot afford to absorb this additional cost.

Furthermore, for those of us who contract with the State of Connecticut, under the Connecticut Home Care Program for Elders and with the Department of Social Services, our reimbursement rates have not increased since 2007, yet we have incurred higher minimum wage mandates, higher worker compensation insurance rates, increased unemployment contribution rates, higher transportation costs and numerous other cost increases.

We value our dedicated employees and would like to provide additional benefits. Unfortunately given our dependence on State run programs that do not recognize the "true" cost of providing services, and the inability to pass on these costs to our clients, we risk business failure should we be forced to provide sick time.

Thank you for your consideration.

Larry Tucker
Executive Vice President
Nursing Services, Inc.
21 High Street
East Hartford, CT 06118
860 568-8881

Acme Wire Products Company, Inc.

Acme Wire Products Co, Inc.
7 Broadway Extension
P.O. Box 218
Mystic, CT 06355
email: mfitz@acmewire.com



February 24, 2011

To: Connecticut State Legislators
Labor Committee

Dear Connecticut Legislators:

Acme Wire Products Co., Inc. is a second-generation family business in Mystic, CT manufacturing steel and stainless steel components for companies throughout the United States & internationally. We were founded in 1970 and currently employ 47 people in the southeastern Connecticut region. We support our local community through numerous charitable donations, purchasing from local subcontractors and retail and commercial establishments. Acme Wire Products is a significant contributor to the tax base in the town of Stonington and the state of Connecticut. Currently, we are the largest precision wire fabricator in the state.

We strongly urge you to vote against SB-913, which would require Connecticut employers to provide paid sick leave to their employees. This bill will increase our labor costs and would cause us to reduce other employee benefits, such as vacation time. In addition, the added cost of state imposed mandates such as paid sick leave would cause Acme Wire Products to curtail the hiring of additional employees in an attempt to control costs.

Top officials in Connecticut have continually claimed they want to make Connecticut an attractive place for companies to locate and to improve our business climate. Nonetheless, the legislators in Connecticut continually have imposed mandates & now propose additional mandates on existing Connecticut businesses which make our state a costlier, less competitive and ultimately a less desirable place to do business.

The legislators, in particular, the Labor Committee, need to work hard to retain the businesses that are currently located within the state by creating an environment that enhances growth and competitiveness, not discourage the companies that are currently trying to remain in Connecticut and remain competitive within the global marketplace.

Please feel free to contact me at mfitz@acmewire.com or by phone at 860-572-0511 to discuss.

Very truly yours,

Mary P. Fitzgerald
President

To: Members of the Connecticut Legislature

From: Tom Mercaldo, President, Aquinas Consulting.

Re: SB 913, An Act Mandating Employers Provide Paid Sick Leave to Employees

Dear Honorable member of the legislature;

My company is in the business of helping people find jobs. It is a difficult jobs environment in CT right now as more and more jobs are being lost to locations in other states because of the cost of employing people in Connecticut, and because of employer mandates imposed by the legislature. So it is hard to understand why in an environment where employers are letting employees go left and right, the state is considering imposing another employer mandate.

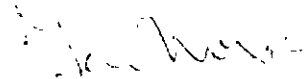
As a temporary services provider, we have the option to perform services either in our Milford, CT office or in our offices in Atlanta, Minnesota, Florida, NY, or Utah. There is no question that this legislation will incentivize us to continue moving jobs to Atlanta and Utah. Further we have the ability to hire people overseas and currently have 2 staffers supporting us in India. This legislation makes the idea of shifting jobs overseas even more compelling where we do not need to provide employees with any benefits, including paid time off.

As president of the company and it is my goal to expand employment in Milford and not to move any jobs to other states or countries. But I report to a board and it is getting difficult to justify my position. While this legislation seems high minded, in many cases it will hurt the people it is intended to help. Today some folks that are out of work have a choice to make. To take a job with no benefits or to stay out of work. If this legislation is passed, these people will have a new choice. To take a job out of state that has no benefits or to stay unemployed. I think most people that live in CT will prefer option 1.

I am in the business of helping out of work people get jobs. These are often temporary jobs that are not meant to be careers but are designed to temporarily provide some income while people look for something better. This has become an extremely difficult thing to do in this economy. If this legislation passes, I will have to charge more for these services. That's going to cost some people a job opportunity, or they are going to have to take less pay. Most of these people would rather get paid a little more than have sick time. This legislation is not in the best interest of job seekers.

I encourage you to reject this legislation.

Best regards,



Tom Mercaldo
President
Aquinas Consulting & Staffing Solutions, LLC
tmercald@aquinasconsulting.com
www.aquinasconsulting.com
203-876-2822 (office)
203-556-8061 (cellular)
203-876-9804 (fax)



William A. Manthey
Vice President/CFO

February 23, 2011

To Members of the Labor Committee:

My name is William A. Manthey, Vice President and CFO at Bridgeport Fittings, Inc. in Stratford, CT.

I am writing to voice my opposition to SB-913, which would require Connecticut employers to provide paid sick leave. In looking at the bill it is my understanding that language in this bill counts any vacation/paid time off as meeting the sick pay requirements. This means that for our company which has a policy that gives employees time off we would not be affected. Nevertheless I am writing to oppose this bill.

The problem I and most others have with this bill is the negative perception of Connecticut it will give to the rest of the world regarding the business environment in Connecticut. We are currently viewed as a State with high energy and tax costs. Becoming the first State in the nation to have a mandatory sick pay bill will add to this image. Please realize that our State competes with every other State in trying to attract new businesses to employ its citizens. Other States will throw this out to make companies fear locating here. You know they'll make this appear to be a first step in further burdening employers. Employers will feel safer locating in neighboring States.

Our unemployment is very high. Most of the jobs that do not pay sick pay are near minimum wage which people are forced to take because of the lack of manufacturing and higher level employers in the State. Through this bill you are discouraging employers from bringing the higher paying jobs that people want in order to get them benefits in jobs they've been forced to take because of the lack of said higher wage positions. You are perpetuating the under-employment of citizens through this bill.

I urge you to reject this bill. Thank you.

Signed,

William A. Manthey
VP/CFO



GENERAL CONTRACTORS

244 PROSPECT AVENUE HARTFORD, CT 06106-2028

February 23, 2011

To: Members of the Legislature's Labor and Public Employees Committee
Subject: Reject SB 913: Mandatory Paid Time Off

Dear Legislature's Labor and Public Employees Committee,

The State needs to figure out ways to cut their own benefit packages not increase ours. The only reason State Legislators want to pass this is to create an excuse for the State and Municipal workers to keep the cushy benefits they already have, such as paid personal days, paid sick days, paid vacation days, paid holidays, big pensions, big health benefits, on and on and on.

Again the State needs to concentrate their efforts on cutting their own costs without trying to figure out ways to increase the private companies costs of doing business.

Respectfully,

A handwritten signature in cursive script that reads "John F. Kessler".

John F. Kessler, V.P.
✓ The Kessler Construction Company, Inc.
244 prospect Ave.
Hartford, CT 06106-2028



H&T Waterbury

Date: February 23, 2011

To: Members of the Legislature's Labor and Public Employees Committee:

Subject: Reject SB 913: Mandatory Paid Time Off

My name is Ronald Turmel, Vice President and General Manager at H&T Waterbury Inc. (H&T). H&T is a manufacturer of deep draw metal stampings for the Consumer Battery industry located at 984 Waterville Street, Waterbury, Connecticut. We employ 115 people, primarily in manufacturing related activities.

I am writing to voice my opposition to SB-913, which would require Connecticut employers to provide paid sick leave. This proposal will substantially increase our business costs and could force us to reevaluate the other benefits we provide our employees.

We as a Connecticut Manufacture are doing our part to remain complete by implementing "Lean" Manufacturing practices. Lean Manufacturing focuses on eliminating wastes and non-value added actives. If the State of Connecticut continues to push mandates like SB-913 on our business it will only be a matter of time before we are forced to move our business off shore.

We urge you to reject SB-913 and work with the business community to encourage economic development and job creation in Connecticut. In my humble opinion, the manufacturing sector is unique in that it produces wealth for not just it's owners and employees, but indirectly within the community as that wealth is further distributed in the form of payment for services, property taxes, food, clothing etc.

Respectfully Submitted,

Ronald Turmel

Mahony Fittings, Inc.

(860) 627-0196

Fax: (860) 627-0198

VALVES, PIPE, TUBE, FITTINGS



February 23, 2011

To: Members of the Labor Committee

I am writing (once again) to voice my extreme displeasure to SB-913, An Act Mandating Employers Provide Paid Sick Leave to Employees.

Established in 1981, Mahony Fittings, Inc. is a small privately (woman) owned business that despite the continual assault of governmental interference on both the national and state level, continues to survive and in some years, even thrive. This past year has been another trying one with the promises of financial recovery continuing to evaporate while our health care insurance costs have risen 20% over the previous year. As such, I find it preposterous that the Connecticut Legislature would once again choose to consider such a bill as SB-913 in what continues to be dire economic time for small (and all) businesses. I find it equally distressing that our State Legislature seeks to interfere in the running of my company particularly when their own house is in such disrepair.

I strongly urge you to stop this nonsense and vote to defeat the passage of this fiscally irresponsible legislation once and for all. Your efforts should be towards promoting and protecting the interests of the business owners in this state as we are the ones who are CONTRIBUTING to the tax base.

Sincerely,

Sheila C. Mahony
President

CT TOLL FREE 1-800-6-MAHONY
2 CRAFTSMAN ROAD * EAST WINDSOR INDUSTRIAL PARK
EAST WINDSOR, CONNECTICUT 06088
EMAIL: info@mahonyfittings.com



151-165 Homer St.
Waterbury, CT 06704
t 203.753.5103
f 203.573.9352
TraverIDC.com

February 23, 2011

Labor and Public Employees Committee
Legislative Office Building
Hartford, CT 06106-1591

To: Members of the Labor and Public Employees Committee:
Subject: Reject SB913: Mandatory Paid Time Off

My name is Jack Traver Jr., President of Traver IDC, a manufacturer, distributor, and electrical contractor located in Waterbury, CT. We have been doing business in Waterbury for 73 years. In addition, I recently served as President of the Smaller Manufacturers Association of Connecticut, Inc. The SMA is a trade association with about 120 members representing 6000 employees.

I am writing to voice my opposition to SB-913, which would require Connecticut employers to provide paid sick leave. This proposal could substantially increase our business costs and could force us to reevaluate the other benefits we provide our employees.

Many of the members of the SMA are barely keeping their heads above water. If they manage to make a profit in any given year, it is often less than 1% to the bottom line. That being said, the average manufacturing wage in CT is nearly \$70,000.00. These are the best paying jobs in the entire state and the legislature needs to do everything possible to preserve each and every one of these jobs in CT. Although the manufacturers make up 6% of the corporate population, we contribute 25% of the corporate tax revenue.

The effect of this "paid sick time" bill would be devastating to the manufacturing community. Many companies would have no choice but to take other major cost cutting measures to remain solvent and since employee expenses constitute nearly 2/3 of most companies' overhead, the cuts would most likely be in this area. At Traver IDC, we care very much about all of our employees and we believe that is why our current average length of employment is more than 15 years. We do everything we possibly can for all of our employees, and we can't afford to have mandates from Hartford forcing us to do more than we already do.

Preventing the passage of this bill is crucial to the future well-being of our economy and to all residents of Connecticut. Connecticut is already one of the most expensive states in the United States to conduct business and we cannot afford to lose any more jobs to other, more affordable states. The last thing we need right now is to be the 1st state in the nation to mandate paid time off. The passage of this bill would **not** make Connecticut a very attractive place to do business.

We urge you to reject this proposal and work with the business community to control labor and workplace costs in Connecticut.

Thank you.

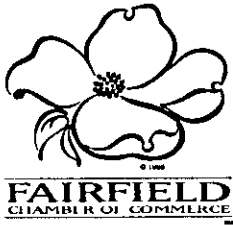
Very Truly Yours,

Jack Traver, Jr.
President

everything electrical

motor repair contract supply

energy conservation



WWW.FAIRFIELDCTCHAMBER.COM

Fairfield Chamber of Commerce, Inc.

February 23, 2011

Re: SB 913 An Act Mandating Employers Provide Paid Sick Leave to Employees

Dear Members of the Labor Committee:

I represent a membership of approximately 400 mostly small business people. We work hard to ensure that our members have the best possible business climate so that they can be successful, continue to stay in business, and employ Connecticut people.

While we are sympathetic to the intent of this proposal, we fear that SB 913 will substantially increase business costs to our members and thus force them to reevaluate the other benefits they provide to their employees. Additionally, we have a problem with the word "mandate" especially as it specifies how sick time is to be accumulated, used and accrued. Most of our members have already worked out a system that benefits their employees, including sick days for employee illnesses. However, we fear that the compliance issues attached to such a bill will be disconcerting at best, and make it even more difficult for Connecticut businesses to compete—especially with the additional unfunded mandate to include allowing paid sick time to care for spouses, parents and children.

We hope that you will reconsider adopting SB 913—especially in an already very difficult business climate. Let's not add to the already jaded view with regard to Connecticut as an unfriendly business state.

Thank you for your consideration.

Sincerely,

Patricia L. Ritchie
President and CEO
Fairfield Chamber of Commerce



February 23, 2011

To Members of the Labor Committee:

The Connecticut Food Association which represents grocery retailers and their suppliers is **opposed to SB 913, Mandatory Paid Time Off**. The proposal mandates that all employers with 50 or more employees provide paid sick leave to their employees in increments of one hour for every 40 hours worked. In a recessionary environment when retailers are faced with increasing costs of goods, wages, transportation, and energy, this legislation would dramatically add to a retailers cost of doing business. The Association is opposed to the legislation for the following reasons:

- The bill makes no distinction between full and part-time employees, and requires employers to provide all employees with paid sick leave regardless of their status.
- Store owners would incur great expense in increased payroll and benefit costs for part-time employees. The supermarket industry relies heavily on part-time employees, many of whom are in their teenage years or mentally challenged, and this bill would be a disincentive to do so.
- Enacting SB913 would force CT businesses to rethink the benefits they are currently offering full and part-time employees, because they will not be able to afford to offer all. This is only detrimental to the employee. We work very hard to provide a fair, flexible working environment that not only benefits our employees, but also our businesses.
- Currently CT supermarkets provide sick benefits for employees as well as other fringe benefits such as tuition reimbursement, vacation time, but not at this unreasonable level. At this rate, an employee could accrue more than a week in sick time, in addition to personal and vacation days.
- This would not only be very costly but would be extremely difficult to accommodate in terms of scheduling associates and managers.
- Mandating a minimum amount of paid sick leave negatively impacts collective bargaining raising the floor for labor union negotiations.
- The bill could force employers to compensate for their increased labor costs by cutting their workforce or raising prices to consumers.
- When added to the economic realities of Governor's proposed budget, mandatory paid time off only makes Connecticut's business climate worse.

The Connecticut Food Association urges you to vote NO on SB913

Sincerely,

Stan Sorkin, President
Connecticut Food Association

OMNI
Physical & Aquatic
Therapy Center, Inc.

Robert Matrianni, ATC,PT
Lindsey Ertel, DPT
Elizabeth Fisk, PT
Nuno Oliveira, PTA, PT
Heather McDonnell, PT
Kathleen Romania, OT R/L
Kathryn Bossidy, PTA
Vincent Quarato, DC
Anthony LaVorgna, DC
Mark Carrano, DC
Marc Lucente, DC
David Harper, ACSM H/FI

February 23, 2011

To: Members of the Legislature's Labor and Public Employees Committee

Subject: Reject SB 913: Mandatory Paid Time Off

Dear Sir,

As a small business manager operating in the State of Connecticut for over 20 years I strongly URGE you to reject SB 913 because it is harmful to Connecticut jobs and businesses.

We employ both full time and part time employees and we provide health benefits and paid time off for all full time employees, however, it is a struggle every month to pay the health insurance premium and payroll taxes. The employees that choose to only work part time, for whatever personal reason they do so, understand that we simply can't afford to pay them for time off. Doing so would force us to only hire full time employees.

Again I urge you to reject SB 913 because it is harmful to Connecticut jobs and businesses.

Sincerely,

Trisha Randall

Ansonia
153 Main Street
2nd Floor
(203)735-2225

Branford
6 Business Park Dr
Suite 302
(203)488-6664

East Haven
205 Main Street
(203)467-3848

Meriden
303 South Broad
(203)235-0171

Milford
397 Bridgeport Ave
(203)877-6664

New Haven
1 Long Wharf
(203)562-6664

North Haven
117 Washington Ave
(203)234-1110

North Haven
52 Washington Ave
(203)234-1110

Wallingford
8 Research Parkway
(203) 294-1998

Business Office
401 Bridgeport Avenue
Milford, CT

Tele (203)877-4787
Fax: (203)874-5287

CAPEWELL COMPONENTS COMPANY, LLC
46 Nooks Hill Road
Cromwell, CT 06416
860 635-2200 telephone ■ 860 635-3631 fax

February 28, 2011

To Members of the Legislature's Labor and Public Employees Committee
Subject: Reject SB 913: Mandatory Paid Time off

My name is Pamela Brault, Benefits and Compliance Manager at Capewell Components Company LLC located at 46 Nooks Hill Road, Cromwell, CT 06416.

I am writing to voice my opposition to SB 913, which would require Connecticut employers to provide paid sick leave. Last year was a difficult year as we had two divisions of our company on CT Shared Work Program. This year's business projections seem to reflect another year of very slow growth, slower than originally budgeted for last year.

Adding paid sick leave to a business economy that is in slow(negative) growth mode has an additional negative impact on our bottom line. These additional expenses will require we re-evaluate our benefits package, which could impact our employees with a loss of benefits and extra out of pocket expenses for them. Last year when this bill came up, we estimated that it would cost our company \$188,000.00 to implement. We currently do not have a strong enough business climate to support this expense without putting our company in financial jeopardy.

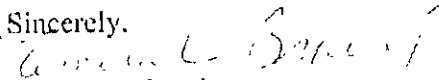
For the first time in our history, our company did not give raises in December. Having weathered declining business over the past 2 years, we had to layoff in some cases, 20% of our work force. Our company had to do this in order to stop the escalation of our losses.

After one year of employment our employees receive eighty hours vacation and forty hours personal time. Prior to that they are accruing time based on a formula. Vacation and personal time are used interchangeably. In addition our hourly workers can earn up to two days extra vacation for perfect attendance to be used in the next year.

To me it is very simple: jobs or paid sick days?

I urge you to reject this proposal and work with the business community to control labor and workplace costs in Connecticut, which does not currently offer a favorable environment for small businesses. Our state needs to cut spending and work hard to attract new businesses and jobs to our beloved state.

Sincerely,


Pamela C. Brault

Capewell Division
105 Nutmeg Road So
South Windsor, CT
06074

Ripley Division
46 Nooks Hill Road
Cromwell, CT
06416

M. H. Rhodes Division
105 Nutmeg Road So
South Windsor, CT
06074

Cramer Division
105 Nutmeg Road So
South Windsor, CT
06074

Ripley Europe
Building 47, Second Avenue
The Pensnett Estate
Kingswinford, UK
DY7 6UZ

2/28/2011

To: Members of the Legislature's Labor and Public Employees Committee
Subject: Reject SB 913: Mandatory Paid Time Off

Please reject subject bill #SB 913 because it is harmful to Connecticut jobs and businesses.

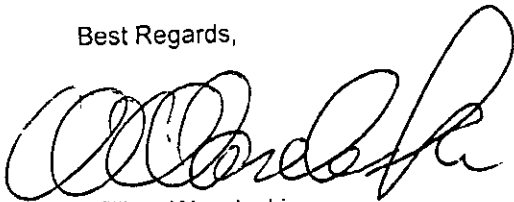
Century Spring Mfg. has been in business in Connecticut for 35 years. Many of our employees already get 4- 5 weeks of paid vacation time. We run a very liberal company, and employees can use their vacation time whenever, and for whatever reason they want.

Adding paid sick leave to their already generous vacation benefit will not enhance public wellness, they already can take paid time off when they are sick.

Paid sick leave only adds another burden to an already overburdened manufacturing community.

If paid sick leave comes to fruition in this state, I will seriously consider relocating to North Carolina. It is fast a growing hub for the spring manufacturing industry, as many of my suppliers and competitors have already opened facilities there. (Better Climate also !!)

Best Regards,



William Waseleski
President

Century Spring Mfg. Co. Inc
454 Middle St.
Bristol, CT 06011-0301



Centrix Incorporated

770 River Road
Shelton, Connecticut 06484
USA

TEL 203 929 5582
FAX 203 944 2872
TOLL-FREE 800 235 5862

February 28, 2011

To Members of the Labor Committee:

I am Bill Dragan, President of Centrix, Inc., a dental manufacturing company located at 770 River Road in Shelton, CT.

I am writing to you today to strongly encourage you to oppose SB 913, the Mandatory Paid Sick Leave Bill. Centrix already provides its employees with a generous paid leave policy, as do many--if not most--Connecticut employers. This proposal WILL substantially increase our business costs and will force us to reevaluate the other benefits we provide our employees. If this bill passes, Centrix along with many other Connecticut employers will have to make some tough choices.

We already juggle both state and federally mandated regulations regarding FMLA, WC, ADA, COBRA, etc. When will we learn that placing unnecessary burdens on the employer does not necessarily achieve the desired result for the employee? How many more businesses have to close or move out of CT before we realize that employers and employees are already working effectively together for their mutual benefit, and mandates like this one jeopardize that delicate balance.

We need the autonomy to determine what paid time off policies work for our companies and our industries--for financial, competitive and productivity reasons. The resources that would be required to implement and maintain this mandate would require Centrix to cut back on our employee recognition and rewards programs, tuition reimbursement and other training and development programs, all of which we believe are more valuable to both Centrix and our employees, as well as the State of Connecticut, than mandated sick leave. I think our employees would agree!

I cannot urge you enough to reject this proposal and work with the business community to control labor and workplace costs in Connecticut. Thank you.

Sincerely,

William P. Dragan
President
Centrix, Inc.



64 Center Street
Shelton CT 06484

To Members of the Labor Committee:

My name is Angela S Petitti, Vice President of Gary's East Coast Service in Shelton CT.

I am writing to voice my opposition to SB-63, which would require Connecticut employers to provide paid sick leave. This proposal will substantially increase our business costs and could force us to seriously consider reducing the amount of vacation time we give to our current and future employees. In particular it would be a financial nightmare to have sick time rollover to the following year. We are also concerned about the inability to set our own benefits. It takes away any advantage we may have in offering our employees a better benefit package. We currently have a competitive package relying more on paid vacation and personal time than "sick time". I would rather see incentives from the state, to small business, for offering additional paid time off, then just a mandate. A mandate would increase cost, decrease competitiveness and limit growth for small business.

We urge you to reject this proposal and work with the business community to control labor and workplace costs in Connecticut. Thank you.

Signed,

Angela S Petitti

February 28, 2011



To Members of the Labor Committee:

My name is Michael D Garfield, President at Garfield Builders Inc. Home Remodeling Specialist and General Contractor located at 64 Route 7 North, Falls Village Ct. 06031

I am writing to voice my opposition to SB-913, which would require Connecticut employers to provide paid sick leave. This proposal will substantially increase our business costs and could force us to reevaluate the other benefits we provide our employees.

We currently are a small business giving our employees paid health insurance, paid holidays and paid vacation. If we are required to supply them with 50 hours of paid sick leave per year, how do we cover this cost and the other benefits we supply. We would need to reduce the benefits they already receive in order to cover this cost. It is already expensive to run a business in the State of Connecticut, this I feel is going to put some out of business and force others to move to another state. We always hear where the State of Connecticut is a friendly place to own a business, we have high business insurance cost, high workers compensation cost, high health insurance cost, a high cost of living and now we have to supply paid sick leave by State Mandate. Where is the friendly part?

We urge you to reject this proposal and work with the business community to control labor and workplace costs in Connecticut. Thank you.

Signed,

Michael D. Garfield

Michael D. Garfield
President
Garfield Builders Inc.

64 Route 7 North
Falls Village, CT 06031

CT# HIC.562017
CT# NHCC.2906

Tel: (860)824-0621

Fax: (860)824-7786

www.garfieldbuilders.com

Dental Associates

Where Our Family Cares For Yours

Date: February 25, 2010

To: The Labor Committee

Subject: reference SB 913, An Act Mandating Employers Provide Paid Sick Leave to Employees

Last year, we felt that attempting to enact this law would have been significantly detrimental to the overall business climate in the State of Connecticut and to our organization.

Today, we are beginning to see signs that the severe recession, through which we have all suffered, may be slowing improving, BUT we are by no means out of the woods yet. Connecticut already has some of the highest business tax and mandate requirements in the country, to say nothing of the new effort to raise taxes. All these things hurt businesses, especially as we try to fight our way out of the mire of the recession. What we need is a more business friendly environment and moves on the part of our state officials. There is a limit how far business can be burdened before there is a rebound which can cost our state jobs and revenue.

I ask that you do not bring this act up for a vote and, if it comes before the floor, that you vote against it.

Thank you.

Respectfully,

For the Doctors and Staff

Thom Goracy

Practice administrator



Tranquility
Mind & Body Wellness
86 NORBURN AVENUE, MILFORD, CT 06460

February 27, 2011

To: Members of the Legislature's Labor and Public Employees Committee

Subject: REJECT SB 913: MANDATORY PAID TIME OFF

To Whom It May Concern:

How much harder can Connecticut make it for businesses to survive? How much more can Connecticut discourage other businesses from coming into this state? When you think of how little this state does for its highest paying taxpayers....it throws another heavy anchor our way.

Mandatory payment for sick leave? As if our labor costs are not astronomical enough...Connecticut wants to make it even harder for businesses with mandatory sick leave payments. Will it be better for employees when they are let go because the Company cannot survive the costs of remaining open?

We urge you to VOTE AGAINST this mandate and leave it up to the employers to set their own policies within their companies. To force this added expense on employers will only lead to more unemployment as a result; to which everyone suffers.

Sincerely,

Tina DeNapoles

APPLIED MECHANICAL SYSTEMS, INC.

PLUMBING – HEATING – AIR CONDITIONING
CT LIC. # P1-203743 – F1-0514 – S1-303193

41 LIGHTHOUSE ROAD, WOODBURY, CT 06798
(203) 263-2035 – FAX (203) 263-2065

February 28, 2011

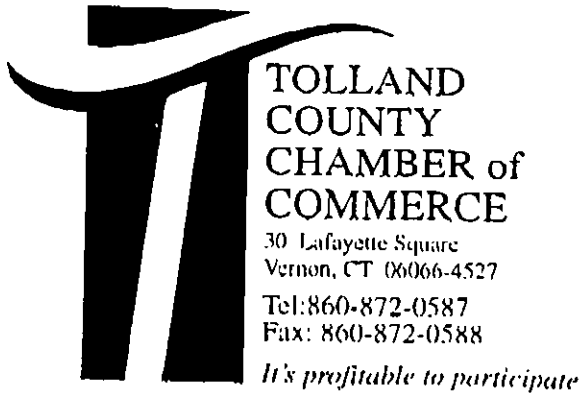
To Members of the Labor Committee:

My name is Susan Grudzien, I am Vice President of Applied Mechanical Systems, Inc., a small HVAC & Plumbing contracting business located in Woodbury, CT, Which my husband, Edward and I have run since 1986.

I am, once again, a year later, writing to you today to voice my opposition to SB-913, which would require Connecticut employers to provide paid sick leave. This proposal will substantially increase our business costs and could force us to reevaluate other benefits we provide our employees such as health care. We are now facing a 20 percent increase in premium in order to continue providing health care as a benefit. Our business, like many others in the State, had been thriving up until the end of 2009, when we had to permanently lay-off valued employees in order to survive, and the construction industry is still extremely slow. How can a small business like ours pay an employee when they do not report to work, due to illness, when we have nothing to bill out for that day? Please ask yourselves, “where does this money come from”?

Although SB-913 is geared toward larger businesses with 50 or more employees, it will no doubt be a matter of time before it affects smaller businesses. Therefore, in order to keep unemployment down and keep our small “mom & pop” businesses going during this recession period, it is imperative that legislators understand our struggle right now when available work is so limited.

I urge you to reject this SB-913 proposal and show that you are listening to those you Represent.



February 28, 2011

Dear Members of the Labor and Public Employees Committee:

I am writing again today in opposition to Senate Bill 913, *An Act Mandating Employers Provide Paid Sick Leave to Employees*, which would require Connecticut employers to provide paid sick leave.

This proposal will substantially increase business cost to our membership and could force them to reevaluate the other benefits they provide for their employees. The Tollard County Chamber of Commerce cares about our members and wants them to be able to keep and attract good people. Most businesses already offer sick time policies, as well as other benefits. However, benefit packages based on market conditions, competition, overall work flow, are often discussed and negotiated privately with employees prior to their hire.

As businesses struggling collectively through the uncharted waters of a lengthy recession, we appreciate the flexibility of the current law which enables us to negotiate our own policies without the state creating new additional mandates. We want businesses to stay in Connecticut. However, legislation like Senate Bill 913 sends the message that some of our state government would prefer we reconsider.

We urge you to **REJECT** Senate Bill 913 and work with Connecticut's employers to help reduce the cost of doing business in our state to, ultimately, create more jobs and attract other businesses.

Thank you for your consideration in this very important matter.

Sincerely,



Candice L. Corcione
Executive Director

Andover • Bolton • Columbia • Coventry • Ellington • Hebron • Mansfield
Somers • Stafford • Tolland • Union • Vernon • Willington



*265 Newington Avenue, New Britain, CT 06051 860)225-7600 or
Fax# (860)223-8748*

February 24, 2011

To: Members of the Labor Committee

My name is David Arcesi. I own and operate a small manufacturing company located in New Britain. We are a 27 year old company specializing in investment castings for the aerospace industry. We currently employ 78 people.

I am writing to oppose **SB 913**, an act Mandating Employers Provide Paid Sick Leave to Employees. This proposal will substantially increase costs and could cause us to evaluate other benefits we provide to our employees.

If Connecticut is truly "Open for Business" then why are we trying to burden businesses that are here with additional mandates and signal to companies that might consider Connecticut as a location that we have the most unfriendly business climate in the country?

If this committee wants to signal that Connecticut is in fact open for business then you need to stand up to powerful special interests and defeat this bill.

Businesses are already struggling with skyrocketing healthcare, energy and commodity costs while trying to remain competitive in a global economy. The state is struggling with high unemployment and record deficits. This bill will make both situations worse.

I urge you to reject this proposal and work with the business community to control the cost of doing business in Connecticut. Growing our economy is the only solution to many of the problems Connecticut faces.

Respectfully,

A handwritten signature in black ink, appearing to read 'David A. Arcesi', written in a cursive style.

David A. Arcesi
President



February 23, 2011

To Members of the Labor Committee:

My name Sheila Dion, HR Director at Design Label, a small printing company in East Lyme, CT.

I am writing to voice my opposition to SB-913, which would require Connecticut employers to provide sick leave. We currently do give three days of sick leave to the employees. This proposal will substantially increase our business costs and could force us to reevaluate the other benefits we provide our employees.

We urge you to reject this proposal and work with the business community to control labor and workplace costs in Connecticut.

Thank you,

Sheila Dion



ESTABLISHED 1944



TRUELOVE & MACLEAN, INC.

57 CALLENDER ROAD • P.O. BOX 268, WATERTOWN, CT 06795
TEL 860 274-9600 FAX 860 274-9733

February 23, 2011

Ct Labor Committee Members
SB 913

Dear Labor Committee Members:

As the owner of a mid size (90 employee) manufacturing company, I wish to impress upon you the fact that manufacturers like ourselves, as well as many even larger employers, are having a very difficult time competing with companies located in lower cost areas both domestic and global. When you walk into a store today and see only Chinese imports, you can understand where the jobs that once made Connecticut a vibrant and rewarding place to live have gone.

For the past three decades Connecticut jobs and companies have been, and continue to relocate to more business friendly states and countries that welcome and support business and industry in order to gain and build tax revenue.

I urge you to vote "No" to SB913 because of the detrimental effect it will have on our state's business climate - driving more jobs out of Connecticut. In business we learn to build our customer base or we sacrifice growth and eventually die. In order to regain the vibrant economy that helped to build Connecticut, we need to attract businesses, not discourage it.

Sincerely,


Richard Bouffard



49 West Dudley Town Road
Bloomfield, CT 06002
Phone (860) 726-1204
Fax (860) 726-1206
www.rddynamics.com

February 24, 2010

To: Members of the Legislature's Labor and Public Employees Committee

Re: Reject SB 913: Mandatory Paid Time Off

We strongly urge that SB 913: Mandatory Paid Time Off be rejected. This would create an undue burden on our business. We have been growing at the rate of 10-20% per year. We built a brand new 75,000 square foot manufacturing facility less than a year ago. Our electric costs as well as tax burdens have grown exponentially. An additional payroll burden would be a stress factor that we are not sure our company could overcome. Connecticut needs businesses like ours, we added 10% to our workforce last year at a time when other companies were laying off hundreds of workers and we will add at least that much this year. If we can't afford to expand our workforce based on the additional monetary burdens the passage of this bill would cause, we wouldn't be able to meet our client's growing demands for our technology, and could potentially be unable to continue our business in Connecticut.

Sincerely,

A handwritten signature in black ink, appearing to read "G. Agrawal", is written over a horizontal line.

Giri Agrawal

President

**PROFESSIONAL DRIVING***Company Incorporated**Since 1969*

P.O. BOX 627 • 85 SCHOOL GROUND ROAD • BRANFORD, CONNECTICUT 06405

PHONE: **203 481-5517** • TOLL FREE: **1-800-344-0758** • FAX: **203 483-9537**

February 23, 2011

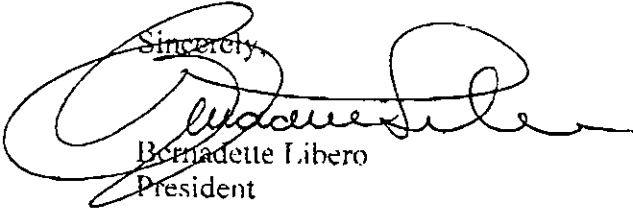
Dear Labor Committee

I would like to express my opposition to bill SB-913 Mandating Employers Provide Paid Sick Leave to Employees. This bill will substantially increase our cost of doing business in Connecticut, which is one of the States with the highest business costs.

We are a small Driver Leasing Co. trying to stay alive in this horrible economy adding another mandate like SB 913 would push us over the edge.

I urge you to reject this proposal and work with the business community to control the costs of doing business in Connecticut.

Sincerely,



Bernadette Libero
President

SERVING THE TRANSPORTATION INDUSTRY • FULL SERVICE DRIVER LEASING



METALLIZING SERVICE COMPANY, INC.

February 28, 2011

To Members of the Labor Committee:

Subject: Paid Sick Leave SB-913

I am writing to voice my opposition to SB-913, which would require Connecticut employers to provide paid sick leave. This proposal will substantially increase our business costs, will have a negative effect on our productivity and competitiveness, and could force us to reevaluate the other benefits we provide our employees.

We operate three manufacturing locations in Connecticut, with a total of over sixty employees, and we know that this bill will make it more difficult for companies to justify operating in this state. Operating a successful business is hard enough, especially in today's economic climate. Please don't make it more challenging than it already is.

If this bill passes it will be used as another example of Connecticut's anti-business environment.

We urge you to reject this proposal and work with the business community to control labor and workplace costs in Connecticut.

Thank you.

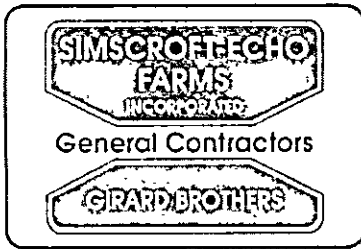
Thomas Piquette
Vice President/General Manager
Metallizing Service Company



11 Cody St., Elmwood, Connecticut 06110-1902, U.S.A.
Telephone (860) 953-1144 • Fax (860) 953-0464
FAA Repair Station # KK1R273K

MSC 2: 144 South St., Elmwood, Connecticut, 06110-1902, U.S.A.

MSC 3: 20 New Park Dr. P.O. Box 8318, Berlin, CT 06037 U.S.A.



GENERAL SITE DEVELOPMENT
EXCAVATION • ROAD & UTILITY CONSTRUCTION



2-24-11

To: Labor Committee Members:

Re: SB 913, An Act Mandating Employers Provide Paid Sick Leave to Employees

WE ARE A SEASONAL FAMILY OWNED CONSTRUCTION BUSINESS AND HAVE OPERATED OUT OF SIMSBURY SINCE 1972.

MANY OF OUR 90+ FULL TIME EMPLOYEES WORK FROM MARCH 15TH THROUGH DECEMBER EACH YEAR. WE OFFER VACATION TIME AS A STANDARD BENEFIT TO OUR EMPLOYEES. IF HOURLY EMPLOYEES MUST TAKE TIME OFF, PERSONAL DAY OR SICK DAY, THEN THEY CAN (AT THEIR CHOICE) TAKE THE TIME WITHOUT PAY OR TAKE A VACATION DAY. MOST EMPLOYEES DO THIS AS MANY TAKE THEIR VACATIONS WHILE THEY ARE LAID OFF. IN ADDITION IF IT'S A PERSONAL DAY MOST GIVE US NOTICE SO WE CAN PLAN WORK ACCORDINGLY.

TO ADD PERSONAL DAYS IN OUR BUSINESS IS A COST WE SIMPLY CAN NOT AFFORD. A LOST DAY COSTS NOT ONLY WAGES BUT IF AN EMPLOYEE CALLS IN 'SICK' AT THE LAST MINUTE A CREW AND / OR PIECE OF HEAVY EQUIPMENT SITS IDLE FOR A DAY BECAUSE WE COULD NOT FIND A REPLACEMENT OPERATOR FOR THAT SPECIALIZED PIECE AT THE LAST MINUTE. THAT COULD EASILY COST THOUSANDS OF DOLLARS IN LOST REVENUE IN A SINGLE DAY, NOT TO MENTION THOSE ON THE CREW THAT MAY BE SENT HOME BECAUSE THE BACKHOE OPERATOR DECIDED TO CALL IN 'SICK'.

WE FEEL THAT IF THIS BILL IS PASSED IT WILL DEFINATELY BE ABUSED AND SOME EMPLOYEES WILL TAKE THEIR PROPORTIONED SHARE OF MONDAYS AND FRIDAYS ESPECIALLY DURING THE SUMMER MONTHS WHICH IS OUR PRIMARY PRODUCTION PERIOD. IT WOULD BE DIFFICULT TO EVEN ASK THE EMPLOYEE TO VERIFY THE REASON FOR THE LOST DAY! NO REQUIREMENT FOR EMPLOYEE ACCOUNTABILITY INVITES ABUSE.

THE POTENTIAL FOR ABUSE OF THIS PROPOSED 'EMPLOYEE BENEFIT' IS REAL AND WILL COST OUR BUSINESS AS WELL AS OTHERS SERIOUS REVENUE. IT WILL RESULT IN THE LOSS OF CONTRACT BIDS DUE TO ADDED OVERHEAD COSTS THAT MAY NOT BE APPLICABLE FOR SMALLER COMPANIES, FIRMS FROM OUT OF STATE OR THOSE EMPLOYERS WHO SIMPLY DO NOT PLAY BY THE RULES.

THE STATE AND FEDERAL GOVERNMENT ALREADY MANDATE BENEFIT PACKAGES FOR ALL STATE AND MUNICIPAL CONSTRUCTION CONTRACTS THROUGH DAVIS-BACON. ADDING MANDATED SICK DAYS JUST MAKES CONNECTICUT MORE COSTLY AND DIFFICULT TO DO BUSINESS.

THIS COULD BE JUST ANOTHER NAIL IN THE COFFIN FOR CONNECTICUT BUSINESS, NOT ONLY OURS BUT ANY BUSINESS WHO OPERATES HERE OR IS CONSIDERING MOVING TO CONNECTICUT.

PLEASE ALLOW CONNECTICUT BUSINESSES TO CONTINUE TO DO BUSINESS HERE IN CONNECTICUT... A GOOD START WOULD BE REJECTING SB 913 MANDATING PAID SICK LEAVE!

Sincerely,


Michael Girard, President

mgirard@simscoft.com



Import Tire Co.

To all concerned:

I am an owner of a small business and it is important to me that this state is competitive to prospective new businesses that might come to Connecticut. This bill would definitely hinder that.

What needs to be remembered; good companies take care of good employees.

Frank Bernstein
Import Tire Co.



To: Members of the Labor Committee

I am the president of Founders Insurance Group, Inc., an independent insurance agency employing 33 people in Connecticut.

I am writing to oppose SB 913, An act Mandating Employers Provide Paid Sick Leave to Employees. This proposal will substantially increase costs and, if passed, may cause us to reduce other benefits we provide to our employees. If Connecticut is truly "Open for Business" then why are we trying to burden businesses that are here with additional mandates and signal to companies that might consider Connecticut as a location that we have the most unfriendly business climate in the country? This mandate will just be another reason for employers to move their companies to other states.

If this committee wants to signal that Connecticut is in fact open for business then you need to stand up to powerful special interests and defeat this bill.

Businesses are already struggling with skyrocketing healthcare, energy and commodity costs while trying to remain competitive in a global economy. The state is experiencing high unemployment and record deficits. This bill will make both situations worse. **It's absolutely unbelievable that the state government would even consider such a mandate given the current economic climate!**

I urge you to reject this proposal and work with the business community to control the cost of doing business in Connecticut. Growing our economy is the only solution to many of the problems our state faces.

Respectfully,
Dennis Dressel
President
Founders Insurance Group, Inc
1300 Winsted Rd.
Torrington, CT 06790



Dear Members of the Labor Committee,

I want to lend my strong opposition to the Sick Leave bill.

As VP for Kelly Services in Central CT I meet with both large and small business owners regularly to discuss their staffing needs, and support their flexible business models. So many of them have trimmed costs to the bare bone, and are still fighting to earn a profit, and to stay in CT.

As the wife of a small business owner, I also urge you to deny this legislation, that will cause him to have to cut other worker benefits or healthcare contributions he makes now on their behalf.

The last thing we need is another State mandated regulation that takes away individual business flexibility. Despite the appearance of working to serve the many, it could be a much greater disservice to the citizens and taxpayers in CT should it influence more businesses to move elsewhere.

Please stop proposing ideas that drive up business costs. Allow business autonomy to meet and respond to employee needs as we all do to be competitive. Please do not approve the sick leave proposal.

Sincerely,

Eileen Candels I

Vice President and Territory Manager, Hartford

E-mail: candeem@kellyservices.com

Office: 860-674-1710 | Mobile: 860-558-5796 | Fax: 860-674-8008

76 Batterson Park, Farmington, CT 06032

www.kellyservices.com

THE
LAURELROCK
COMPANY



DICKSON DEMALCHI Landscape Architects

24 February 2011

To: Members of the Legislature's Labor and Public Employees Committee

Subject: Reject SB 913: Mandatory Paid Time Off

Hi, my name's Ashley Cipollone and I am the Human Resource Administrator for The LaurelRock Company, a medium sized landscape design, build and maintenance firm in Fairfield County. Passing SB 913 will be detrimental to The LaurelRock Company, and more importantly to all Connecticut jobs and business.

Our business will be harmed because it will be operating at a competitive disadvantage as compared to smaller businesses (since they will not be affected by this mandate initially).

The passing of this act would also cause employer costs to rise significantly. We would be forced to pay employees for additional unbillable. In a seasonal business, such as ours, we truly value each hour our employees work. If they are being paid for not working we cannot maintain profits. We will be operating at a loss.

This will cause us to eliminate certain positions in the company leaving people jobless; freeze raises for employees even if they are deserve and are entitled to one; eliminate other forms of paid time off (vacation, personal time, vacations); reduce company contribution to insurance and pension plans. In turn, this will cause employees to leave The LaurelRock Company and look for employment elsewhere. I

Most of all, this act seems extremely unnecessary. Many businesses offer paid time off and non-paid leave time, and many employees within companies don't use all of their paid time off as it is. What is the reason for offering more paid time off in the future if it's not all being utilized today?

It is my hope that this act was originated to help employees of Connecticut. I believe by mandating this act you will accomplish exactly the opposite.

Thank you for your time.

Ashley Cipollone
Human Resource Administrator



February 26, 2011

Labor & Public Employees Committee
Legislative Office Building
Hartford, CT 06106-1591

Dear Committee

My name is Mike DeVivo and I own and operate J & M Safety Consulting, LLC at 231 Park Road Waterbury CT.

I am writing to ask that you **oppose Senate Bill 913** - An Act Mandating Employers Provide Paid Sick Leave to Employees. This bill will require Connecticut employers to provide mandatory paid sick leave for all employees. Preventing a business owner from imposing attendance and other personnel policies will be incredibly harmful and would make Connecticut less desirable for businesses to expand or move into our state. This proposal will substantially increase the cost of business and could force employers to reconsider other employee benefits that are currently offered in order to offset these costs.

Increased regulations will hamper many businesses that I provide services for. It is very likely that would have to make spending cuts in other areas such as what I provide to make up for the regulatory costs of this bill. This would reduce my income and reduce State Income Tax and Sales Tax that I generate.

As a former Human Resources Manager, I have experience with attendance abuse in paid and unpaid situations. This drives up operating costs and breeds bad feelings between employers and their employees. Those that have Collective Bargaining can bargain for paid leave in their contracts.

Preventing the passage of this bill is crucial to the future well-being of our economy and to all residents of Connecticut. Connecticut is already one of the most expensive states in the United States to conduct business and we cannot afford to lose any more jobs to other, more affordable states. The passage of this bill would **not** make Connecticut a very attractive place to do business.

Thank you for your consideration,

Mike DeVivo

Mike DeVivo

Member/Owner

J & M Safety Consulting, LLC



P.O. BOX 1167
425 SULLIVAN AVENUE
SOUTH WINDSOR, CT 06074
PHONE: 860.291.8755
FAX: 860.291.8757
www.designprofessionalsinc.com

CIVIL & TRAFFIC ENGINEERS / PLANNERS / SURVEYORS / GIS ANALYSTS / LANDSCAPE ARCHITECTS
Serving Connecticut, Massachusetts, & Rhode Island

February 23, 2011

To Whom It May Concern:

Mandatory Time Off

Please consider this correspondence as a statement of opposition to the mandatory time off bill.

We are a small business in Connecticut that has suffered greatly during the last three years. We offer sick time and vacation time on a yearly basis. We have offered this since our incorporation 25 years ago and do not need a state mandate.

As the only accountant/ clerk/ record keeper in the office, I can't imagine trying to keep track of time off based upon hours worked. Truthfully, it's as ridiculous as asking for payments in quarters rather than checks.

Why not consider rewarding companies who offer health insurance and wellness benefits? Research has proven that good nutrition (eating fruits and vegetables rather than chips), exercising daily, getting enough sleep, washing your hands, and not smoking keep you healthy. Lets reward companies who sponsor wellness plans.

Sincerely,

Anne A. DeMallie
Comptroller

1300 Main st Watertown CT 06795



To the members of the Legislature's Labor and public Employees Committee,
Subject Reject SB 913: Mandatory Paid Time off.

My name is George Tsioflikis and I'm a small business owner in CT. Please reject SB 913, I feel if this bill passes, it will force me to lay off employees as there's no way I would be able to afford to keep them. It is getting more and more difficult to do business in CT, we already have one of the highest min wage laws in the country coupled with the uncertainty in the economy and high prices on commodities I feel SB 913 will be the final nail in the coffin for many small businesses.

Thank you for your consideration
George Tsioflikis



232 Branford Road
North Branford, CT 06471
203-481-9460
Fax: 203-481-9641
www.cantonracingproducts.com

February 25, 2011

To Members of the Labor Committee:

Re: An Act Mandating Employer's Provide Paid Sick Leave to Employees

My name is Jennifer O'Brien, my brother and I are the 2nd generation of our family involved in our business, Canton Racing Products. My father started Canton Racing Products in our garage in Guilford, CT almost 30 years ago. We are a manufacturer of high performance automotive accessories, currently located on North Branford, CT.

It is not easy to be a small business owner, especially a manufacturer here in Connecticut. I am very discouraged to hear about SB-913, which would require employers to provide paid sick leave. As a small business I have been doing everything I can to keep my business going and my employees employed during these tough economic times. This bill would negatively impact my ability to both hire new employees and to provide wage increases and additional benefits to my current employees.

A very rough estimate of what this bill might cost my business annually exceeds \$20,000, although I anticipate it would exceed that amount. What could a small business owner do with \$20,000? She could replace her old tube-bending machine with a newer more efficient model. Or she could hire an additional sales person to try and grow her sales numbers. When her health insurance comes up for renewal this spring she could continue to share 50% of the premium costs with her employees. Best of all she could finally give pay increases to her employees that have weathered this bad economic storm with her for the past 3 years. The fear that this mandate could become law makes her rethink all these plans because she cannot afford to do both.

I am urging you to reject this proposal. During these financially difficult times I would hope that legislature would be working towards reducing the costs of doing business in Connecticut and making it easier to do business owners to hire more people and grow their businesses rather than making it more difficult to stay in business.

Thank you for your time and attention to this matter.

Signed,

Jennifer O'Brien
19 Davis Farm Road
Clinton, CT 06413



245 Shaker Rd, PO Box 1134
Enfield, CT 06083

Tel: (800) 247-4313
(860) 763-0896
Fax: (860) 763-7465

February 23, 2011

REJECT - SB 913, An Act Mandating Employers Provide Paid Sick Leave to Employees

To Members of the Labor Committee,

Camerota Truck Parts employs over 100 people in Connecticut (Enfield and North Haven) and a total of 150 throughout the Northeast. For 50 years we have been in the business of remanufacturing truck driveline components, truck service and parts distribution.

I am writing to voice my opposition to the Paid Sick Leave Mandate (Senate Bill SB-63). This proposal will substantially increase our business costs. **With the high costs of energy, workers comp taxes and health insurance – it is already challenging to operate in Connecticut. If our costs increase due to benefits mandates, such as Paid Sick Leave, our business will be forced to cost shift this expense to our employees and cutback existing benefits that are offered to employees.**


No other states have such a mandate. This proposal will make Connecticut a higher cost, less competitive and ultimately less desirable place to do business. Employers need the flexibility to design and negotiate their own benefit and time off policies that best meet the needs of their employees, business demands and productivity needs. Connecticut business does not need a one-size fits all policy that will make them less competitive. We need lawmakers to encourage growth and enhance our ability to expand and create jobs in Connecticut.

Especially in the current economic climate, adding more mandated business costs is another obstacle to job creation and economic stability and growth.

This is NOT the time to make it harder to do business in Connecticut.

I urge you to reject this proposal and work with the business community to control labor and workplace costs in Connecticut.

Sincerely,
CAMEROTA TRUCK PARTS



Steve Dufresne
Parts Manager
sdufresne@camerota.com



245 Shaker Rd, PO Box 1134
Enfield, CT 06083

Tel: (800) 247-4313
(860) 763-0896
Fax: (860) 763-7465

February 23, 2011

REJECT - SB 913, An Act Mandating Employers Provide Paid Sick Leave to Employees

To Members of the Labor Committee;

Camerota Truck Parts employs over 100 people in Connecticut (Enfield and North Haven) and a total of 150 throughout the Northeast. For 50 years we have been in the business of remanufacturing truck driveline components, truck service and parts distribution.

I am writing to voice my opposition to the Paid Sick Leave Mandate (Senate Bill SB-63). This proposal will substantially increase our business costs. **With the high costs of energy, workers comp taxes and health insurance – it is already challenging to operate in Connecticut. If our costs increase due to benefits mandates, such as Paid Sick Leave, our business will be forced to cost shift this expense to our employees and cutback existing benefits that are offered to employees.**

No other states have such a mandate. This proposal will make Connecticut a higher cost, less competitive and ultimately less desirable place to do business. Employers need the flexibility to design and negotiate their own benefit and time off policies that best meet the needs of their employees, business demands and productivity needs. Connecticut business does not need a one-size fits all policy that will make them less competitive. We need lawmakers to encourage growth and enhance our ability to expand and create jobs in Connecticut.

Especially in the current economic climate, adding more mandated business costs is another obstacle to job creation and economic stability and growth.

This is NOT the time to make it harder to do business in Connecticut.

I urge you to reject this proposal and work with the business community to control labor and workplace costs in Connecticut.

Sincerely,
CAMEROTA TRUCK PARTS

Ken Blews
Production Manager
kblews@camerota.com



245 Shaker Rd, PO Box 1134
Enfield, CT 06033

Tel: (800) 247-4313
(860) 763-0896
Fax: (860) 763-7465

February 23, 2011

REJECT - SB 913, An Act Mandating Employers Provide Paid Sick Leave to Employees

To Members of the Labor Committee,

My family business employs over 100 people in Connecticut (Enfield and North Haven) and a total of 150 throughout the Northeast. For 50 years we have been in the business of remanufacturing truck driveline components, truck service and parts distribution.

As a business owner, I am writing to voice my opposition to the Paid Sick Leave Mandate. This proposal will substantially increase our business costs. **If our costs increase due to benefits mandates, such as Paid Sick Leave, our business will be forced to cost shift this expense to our employees, cutback existing benefits that are offered to employees and possibly affect staffing plans at our Connecticut remanufacturing and distribution facilities.**

No other states have such a mandate. This proposal will make Connecticut a higher cost, less competitive and ultimately less desirable place to do business. Employers need the flexibility to design and negotiate their own benefit and time off policies that best meet the needs of their employees, business demands and productivity needs. Connecticut business do not need a one-size fits all policy that will make them less competitive. We need lawmakers to encourage growth and enhance our ability to expand and create jobs in Connecticut.

This is NOT the time to make it harder to do business in Connecticut.

I urge you to reject this proposal and work with the business community to control labor and workplace costs in Connecticut.

Sincerely,
CAMEROTA TRUCK PARTS



Salvatore Camerota, Sec / Treasurer
salcamerota@camerota.com



245 Shaker Rd, PO Box 1134
Enfield, CT 06083

Tel: (800) 247-4313
(860) 763-0896
Fax: (860) 763-7465

February 23, 2011

REJECT - SB 913, An Act Mandating Employers Provide Paid Sick Leave to Employees

To Members of the Labor Committee;

Camerota Truck Parts employs over 100 people in Connecticut (Enfield and North Haven) and a total of 150 throughout the Northeast. For 50 years we have been in the business of remanufacturing truck driveline components, truck service and parts distribution.

I am writing to voice my opposition to the Paid Sick Leave Mandate. This proposal will substantially increase our business costs. **If our costs increase due to benefits mandates, such as Paid Sick Leave, our business will be forced to cutback existing benefits that are offered to employees, cost shift expenses to employees, suspend hiring plans, potentially layoff workers and reduce work schedules at our Connecticut remanufacturing and distribution facilities.**

No other states have such a mandate. This proposal will make Connecticut a higher cost, less competitive and ultimately less desirable place to do business. Employers need the flexibility to design and negotiate their own benefit and time off policies that best meet the needs of their employees, business demands and productivity needs. **Connecticut business do not need a one-size fits all policy that will make them less competitive.** We need lawmakers to encourage growth and enhance our ability to expand and create jobs in Connecticut.

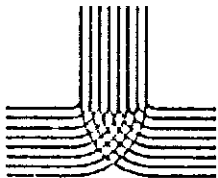
This is NOT the time to make it harder to do business in Connecticut.

I urge you to reject this proposal and work with the business community to control labor and workplace costs in Connecticut.

Sincerely,
CAMEROTA TRUCK PARTS

Leo Fournier, Controller
lfournier@camerota.com

February 25, 2011



To: Members of the Legislature's Labor and Public Employees Committee
Subject: Reject SB 913: Mandatory Paid Time Off

Dear Members of the Labor and Public Employees Committee:

Jonal Laboratories, Inc., provides paid sick time to our employees, in spite of this fact I am opposed to a mandate related to Mandatory Paid Time Off. I am concerned that our statewide economic future will be jeopardized. Connecticut is losing our young and talented employees to regions of the country that have a more rational economic strategy and vibrant economic culture, as such our future is at risk.

This is not about looking at the past but it is about looking at the future and I am distressed to say that it doesn't look all that promising for most manufacturing. The costs to do business in this state only allows high margin manufacturers to survive and prosper, as a result we are only attractive to a very specific type of firm.

If you are serious about making Connecticut an attractive place to do business for all types of manufacturers and businesses you will do you best to lower total costs to operate in Connecticut. Without action along these lines, Connecticut will continue to lag the rest of the country in job creation and economic growth.

Sincerely,

Marc Nemeth, President
Jonal Laboratories, Inc.

February 25, 2011

Attn: Members of the Legislature's Labor and Public Employees Committee
Subject: Reject SB 913: Mandatory Paid Time Off

To Whom It May Concern:

We are writing to urge you to reject SB 913 as it would be harmful to our business directly. We are a small company with only 25 employees and opening this bill to small business would indeed be detrimental. Given the recent economy crisis, we have been negatively affected and endured several rounds of layoffs. We are now operating with critically low staff, with all doing more across their respective job functions. Some of our employees are also working outside of their job functions to cover those areas that suffered with the layoff.

Mandating our company to offer a certain amount of paid time off would not give our company the freedom to create our own policy, one which we deem fit to the demands of our business. Critical work (specifically within our clinical laboratory that processes patient samples) would suffer as employees would be given a significant amount of time to take, decreasing the productivity levels.

Small businesses operate under a unique business model, often making it necessary for employees to take on additional responsibilities. Given their unique circumstances, they should be offered unique consideration. Although larger business might be able to afford the additional time off coming for a mandate such as this, small businesses would not.

We strongly urge you to allow small businesses such as ours to have the freedom to create their own Paid Time Off policies, working within their own capabilities as a company. An unreserved bill such as this would not allow small companies this freedom, negatively impacting their productivity levels, further adding to the crisis we have already endured.

Thank you for your consideration and we look forward to the rejection of SB 913.

Sincerely,

Renee Maher
Associate Manager, HR

ik nisys

Five Science Park
New Haven, Connecticut 06511

Phone 203 776 0791
Fax 203 776.0795
www.ikonisys.com

February 25, 2011

To: Members of the Legislature's Labor and Public Employees Committee
Subject: Reject SB 913: Mandatory Paid Time Off

I am writing to express my strong opposition to the State Legislature mandating sick leave for businesses in Connecticut. I have owned and operated a small business for over 30 years. Throughout this time, I have consistently offered a generous benefit package, including paid time off for all regular employees scheduled to work over 30 hours per week.

First, I feel such a mandate would encumber my business, which is struggling due to the continuing poor economic climate. I need to concentrate all my efforts on generating new commissions and serving the clients we have so as to protect as many jobs as possible. With unemployment taxes expected to increase and other possible new taxes being considered, I feel that small businesses have been stretched too thin and continue to receive the brunt of discussions about additional mandates and taxes.

Second, I currently provide employees with a time off package that does not stipulate that they must use the time for sick leave only. This serves two purposes: 1. Employees do not lose time if they remain healthy, and 2. Employees are not required to share health issues with us, which helps them maintain their privacy. In the past, we have offered separate sick, vacation and personal leaves, but stopped that practice several years ago. Our employees are very happy with the current policy. In addition, our policy does not end at the close of each calendar year. Time is accrued on a monthly basis to a specific cap, based on length of service. Once the employee reaches the cap, they do not accrue additional time if they do not use it. They start accruing again after they use some time. Employees do not find themselves at the end of each year scrambling to use or lose time and this also works better for the firm's productivity.

If we are forced to provide a specific amount of time for sick leave alone, we will have to rewrite our entire leave policy, segregating time specifically for sick leave. I do not believe this will be well received by staff as those who rarely use time for purposes of illness (themselves or family members) will, in effect, lose paid time off.

I strongly believe that it is time for government to stop punishing small businesses indiscriminately. While it is possible that there are firms in Connecticut who do not provide sufficient benefits to their staff, it is insulting to be treated as if all businesses behave in this manner.

Yours truly,

David L. Friar, AIA
President
Friar Associates inc.
DLF:ff



Flat Dog LLC

Hedwig A Palliardi
Owner

68-D Sycamore Lane
Manchester, CT 06040
860-533-9009

Attn: Labor Committee

RE: SB 913, An Act Mandating Employers Provide Paid Sick Leave to Employees

I'm not for State Mandatory. It should be up to the individual company to set policies. It's all about freedom. We make that choose, not the state. It would force my company to cut back on other benefits to make up the costs. I implore you to reject this bill. Thank you.

Hedwig Palliardi



February 25, 2011

Connecticut General Assembly
Labor Committee
State Capitol
Hartford, CT 06100

Re: Opposition to SB913, Mandatory Paid Time Off

Members of the Labor Committee:

Sterling Engineering Corporation in Barkhamsted is a 70-year old, family-owned, woman-owned contract machine shop, employing 65 highly-skilled, highly-paid people in a very competitive environment. We produce large, complex machined components for the aerospace and power generation industries. I have served as President and 20-year board member of the Connecticut Tooling & Machining Association, as a Trustee and as Chairman of the Education Committee for the National Tooling and Machining Association, and as a charter member and board member of Connecticut's Aerospace Components Manufacturers.

I am writing to oppose SB 913, An Act Mandating Employers Provide Paid Sick Leave to Employees. This proposal will substantially increase costs and could have the unintended effect of causing us to evaluate other benefits we provide to our employees, and, I believe, kill existing jobs.

If Connecticut is truly "Open for Business" then why would we burden Connecticut employers with additional mandates? Why tell companies which might consider locating in Connecticut that we have the most unfriendly business climate in the country?

If this committee wants to signal that Connecticut is really open for business, then please stand up to powerful special interests and defeat this bill.

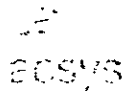
Businesses are already struggling with skyrocketing healthcare, energy and commodity costs while trying to remain competitive in a global economy. The state is struggling with high unemployment and record deficits. This bill will make both situations worse.

I urge you to reject this proposal and work with the business community to control the cost of doing business in Connecticut. Growing our economy and creating jobs are the only solutions to many of the problems our state faces.

Respectfully,

John N. Lavieri
President

JNL dt



February 24, 2011

To: Members of the Legislature's Labor and Public Employees Committee

Subject: Reject SB: 913 Mandatory Paid Time Off

Dear Committee Members,

As a small business owner I am voicing my acute concern regarding the Senate Bill to mandate sick paid time off. It is important to note that our employees are foremost priority – our culture, benefits and work life balance are included as the main business thrusts in our strategy. And, we enjoy a very competitive paid time off benefit for all full time and part time employees. However, a mandate would vastly restrict and limit me from making prudent business decisions if needed.

The mandate's implications, if approved, would force me to reduce other expenses and benefits such as employee contributions to health care, compensation, health and wellness programs, vacation pay and could even result in a reduction in force as well as minimizing our growth. Additionally, as an experienced business owner I believe that any legislative mandates that restrict business practices in turn restrict the overall health of the economy.

I urge you to dismiss SB: 913 as it would impact my business in a down turn economy.

Best Regards,

Tom Marino's
President
www.ecsysinteractive.com
609.200.1120

ECSYS, INC.
2001 200th Street, New York, NY 10011



245 Shaker Rd, PO Box 1134
Enfield, CT 06083

Tel: (800) 247-4313
(360) 763-0396
Fax: (360) 763-7465

February 23, 2011

REJECT - SB 913, An Act Mandating Employers Provide Paid Sick Leave to Employees

To Members of the Labor Committee,

My family business employs over 100 people in Connecticut (Enfield and North Haven) and a total of 150 throughout the Northeast. For 50 years we have been in the business of remanufacturing truck driveline components, truck service and parts distribution.

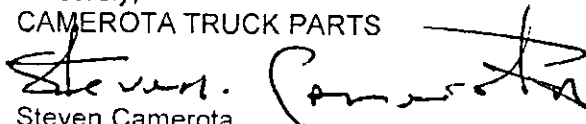
As a business owner, I am writing to voice my opposition to the Paid Sick Leave Mandate. This proposal will substantially increase our business costs. **If our costs increase due to benefits mandates, such as Paid Sick Leave, our business will be forced to cost shift this expense to our employees, cutback existing benefits that are offered to employees and possibly affect staffing plans at our Connecticut remanufacturing and distribution facilities.**

No other states have such a mandate. This proposal will make Connecticut a higher cost, less competitive and ultimately less desirable place to do business. Employers need the flexibility to design and negotiate their own benefit and time off policies that best meet the needs of their employees, business demands and productivity needs. Connecticut business do not need a one-size fits all policy that will make them less competitive. We need lawmakers to encourage growth and enhance our ability to expand and create jobs in Connecticut.

This is NOT the time to make it harder to do business in Connecticut.

I urge you to reject this proposal and work with the business community to control labor and workplace costs in Connecticut.

Sincerely,
CAMEROTA TRUCK PARTS


Steven Camerota
Vice President



245 Shaker Rd, PO Box 1134
Enfield, CT 06083

Tel: (800) 247-4313
(860) 763-0896
Fax: (860) 763-7465

February 23, 2011

REJECT - SB 913, An Act Mandating Employers Provide Paid Sick Leave to Employees

To Members of the Labor Committee;

Camerota Truck Parts employs over 100 people in Connecticut (Enfield and North Haven) and a total of 150 throughout the Northeast. For 50 years we have been in the business of remanufacturing truck driveline components, truck service and parts distribution.

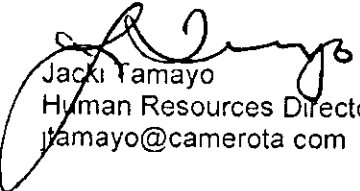
I am writing to voice my opposition to the Paid Sick Leave Mandate. This proposal will substantially increase our business costs. **If our costs increase due to benefits mandates, such as Paid Sick Leave, our business will be forced to cutback existing benefits that are offered to employees, cost shift expenses to employees, suspend hiring plans, potentially layoff workers and reduce work schedules at our Connecticut remanufacturing and distribution facilities.**

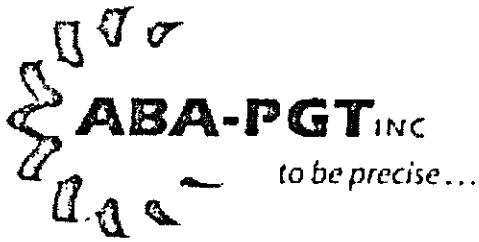
No other states have such a mandate. This proposal will make Connecticut a higher cost, less competitive and ultimately less desirable place to do business. Employers need the flexibility to design and negotiate their own benefit and time off policies that best meet the needs of their employees, business demands and productivity needs. **Connecticut business do not need a one-size fits all policy that will make them less competitive.** We need lawmakers to encourage growth and enhance our ability to expand and create jobs in Connecticut.

This is NOT the time to make it harder to do business in Connecticut

I urge you to reject this proposal and work with the business community to control labor and workplace costs in Connecticut.

Sincerely,
CAMEROTA TRUCK PARTS


Jacki Yamayo
Human Resources Director
jyamayo@camerota.com



PO Box 8270
10 Gear Drive
Manchester, CT 06042
Phone: (860) 649-4591
FAX (860) 643-7619

Date: 02/23/2011

To: Members of the Labor Committee

My name is Thomas Peck. I manage the Operations for ABA-PGT, Inc, a small manufacturing company located in Manchester, CT. We are a 67 year old company specializing in the production of high precision injection mold tooling and precision plastics injection molding of motion control components. We currently employ approximately 100 people.

I am writing to oppose SB 913, an act Mandating Employers Provide Paid Sick Leave to Employees. This proposal will substantially increase costs and could cause us to evaluate other benefits we provide to our employees.

If Connecticut is truly "Open for Business" then why are we trying to burden businesses that are here with additional mandates and signal to companies that might consider Connecticut as a location that we have the most unfriendly business climate in the country?

If this committee wants to signal that Connecticut is in fact open for business then you need to stand up to powerful special interests and defeat this bill.

Businesses are already struggling with skyrocketing healthcare, energy and commodity costs while trying to remain competitive in a global economy. The state is struggling with high unemployment and record deficits. This bill will make both situations worse.

I urge you to reject this proposal and work with the business community to control the cost of doing business in Connecticut. Growing our economy is the only solution to many of the problems our state faces.

Respectfully,

Thomas R. Peck
Director of Operations
ABA-PGT, Inc

*ABA TOOL & DIE - PLASTICS GEARING TECHNOLOGY
MOLDING DIES - INJECTION MOLDING - PLASTIC GEARS*



Alcoa Power and Propulsion

Alcoa Howmet
Winsted Industrial Park
145 Price Road
Winsted, CT 06098
Tel: 860-379-3314
Fax: 860-379-4239

February 25, 2010

To Whom It May Concern:

As a concerned employer in the Northwest corner of Connecticut we are writing to share how we feel about the proposed bill SB913. Passing this bill will not only affect how we operate, the ability to be productive and meet customer demands, but would increase our labor costs.

Connecticut is already feeling the effects from new regulations, tax increases and people moving out of the state. Our unemployment rate is at an all time high of 9%. If we continue to impose costly mandates like the proposed bill SB913 it will potential close down more businesses.

We highly urge you to reconsider the impact this has on jobs and families. Please vote No.

Thank you.

Christine Goodall

HR Generalist



151 Carr Ave.- Newington, Ct. 06111 - Voice 860-667-0664 - Fax 860-667-2351

HOME MAKER
& COMPANION
SERVICES
FOR THE
ELDERLY

February 25, 2011

To Members of the Labor Committee:

My name is Maria M. Garrido-Cauley, I am the Human Resources Manager at Rainbow Home Services, LLC. a Homemaker-Companion Agency for the Elderly in Newington, Connecticut. I am writing to voice my opposition to SB-913, which would require Connecticut employers to provide paid sick leave.

These are very difficult times for all businesses. Insurance rates have increase as much as 19% in the last year; minimum wage was raised by 3.125% as of January 1, 2010 and requirements that participants of the Home Care Program for Elders pay 6% of the cost of their services, has resulted in a considerable amount of clients dropping out of the program with the subsequent reduction in income.

As a provider for the Home Care Program for Elders, we are being reimbursed at very low rates, currently 30 % below market value, of which last increase of 2.9% took place in 2007. Since the last rate increase over three years ago, we have incurred higher minimum wage mandates, higher worker compensation insurance rates, increased unemployment contributions, and numerous other cost increases.

The approval of SB-913 under the current economic circumstances would only further increase the cost of doing business in the State of Connecticut. As an employer we appreciate our employees, we understand that they are our biggest asset; however we cannot afford to absorb the cost of this mandate due to the inability to pass this cost on to our clients.

The passing of this bill will hurt the same employees it is trying to protect by resulting in the reduction or discontinuance of current benefits, raises and/ or bonuses and may even increase the unemployment rate as we will be forced to freeze hiring and may have to discontinue current positions.

We urge you to reject this proposal and work with the business community to control labor and workplace costs in Connecticut. Thank you.

Maria M. Garrido-Cauley
Rainbow Home Services, LLC



February 24, 2011

To: Members of the Legislature's Labor and Public Employees Committee

Subject: Reject SB 913: Mandatory Paid Time Off

I am Michael Paine, president of Paine's Incorporated, a recycling and rubbish removal company located in East Granby. We provide service to over 70,000 homes and more than 1000 businesses each week.

I am taking the time to write you to tell you regarding an insidious bill SB 913 and the damage that it will cause our business, our customers and the fragile state economy.

This bill mandates that a business will give a specific benefit to their employees regardless of whether we choose to provide or believe that they should get or the employees want that benefit. The roll of government has not been and should not be regulating or mandating what benefits any business must provide our employees.

You do have a legal right to pass laws like this but it is morally wrong to require a business to provide a specific benefit. At Paine's we constantly talk to and listen to the feedback from our employees about what their need and wants are. I have not heard a request from our employees for this alleged benefit. We have heard them ask for a number of benefits many of which we have worked into our benefit package and others which we did not because of the cost to provide that benefit would have required taking some other benefit away to fund another benefit.

There is no magic here at Paine's we have a pool of money to allocate and you must work within those boundaries or else you will be out of business. This new mandate will not help our employees or our customers. Why are you doing this?

Stop this madness and stop adding new bills that raise the cost to businesses that will then be passed on to the few remaining residents in the state.

Just say no!!!!

Michael R. Paine, Sr.

Michael R. Paine Sr.

Paine's Incorporated



February 25, 2011

Labor and Public Employees Committee
Room 3800, Legislative Office Building
Hartford, CT 06106

RE: Reject SB 913, Mandatory Paid Time Off

Dear Committee Members:

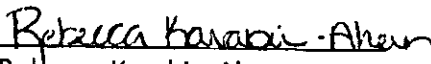
We are writing to voice our opposition to the proposed Bill SB 913 that will require many Connecticut employers to provide paid sick leave to their employees. This proposal will substantially increase our costs and administrative burdens in handling this for our employees.

Acme Monaco Corporation is a manufacturing company headquartered in New Britain. We currently employ over 150 people at this facility and want to continue to grow our operation here in Connecticut. If this bill passes, it will be detrimental to companies such as ourselves. It will force us to look outside of Connecticut and perhaps outside of the United States for manufacturing operations. We certainly would rather keep people employed in our wonderful state of Connecticut.

We urge you to reject this measure and work with the business community to control costs in Connecticut.

Sincerely,

ACME MONACO CORPORATION


Rebecca Karabin-Ahern
Executive Vice President


Thomas Sebastian
President

RKA:sah
CC:file

Date: 02/23/2011

To: Members of the Labor Committee

My name is Frank Giangrave. I own and operate Frasal Tool, a small manufacturing company located in Newington, CT . We are a 40 year old company specializing in special tooling for various industries. We currently employ approximately 10 people.

I am writing to oppose SB 913, An act Mandating Employers Provide Paid Sick Leave to Employees. This proposal will substantially increase costs and could cause us to evaluate other benefits we provide to our employees.

Every year, new manufacturing businesses emerge across the world providing their cheap labor costs creating our inability to raise our prices. One would expect as costs rise a business should have the ability to pass its costs on to their customers, but to the contrary this is not the case for, at least, small manufacturing companies. I cannot place enough emphasis on how our business continues to become increasingly more difficult to run year after year. If Connecticut is truly "Open for Business" then why are we trying to burden businesses that are here with additional mandates and signal to companies that might consider Connecticut as a location that we have the most unfriendly business climate in the country?

If this committee wants to signal that Connecticut is in fact open for business then you need to stand up to powerful special interests and defeat this bill.

Businesses are already struggling with skyrocketing healthcare, energy and commodity costs while trying to remain competitive in a global economy. The state is struggling with high unemployment and record deficits. This bill will make both situations worse.

I urge you to reject this proposal and work with the business community to control the cost of doing business in Connecticut. Growing our economy is the only solution to many of the problems our state faces.

Respectfully,

Frank Giangrave

Thompson Brands LLC

ADORA
CALCIUM SUPPLEMENT



February 24, 2011

Labor Committee
State of Connecticut

Dear Senator:

RE: OPPOSITION TO MANDATORY SICK LEAVE SB 913

I urge you to please reject this proposal. The businesses in our state simply cannot afford any additional burdens at this time. Instead, please work with the business community to control the labor and workplace costs in Connecticut.

Please stop the spending and work with the businesses to help keep jobs in our state, not eliminate them.

Very truly yours,

Gene Dunkin

Chief Executive Officer



North America Headquarters
60 Woodlawn Street
West Hartford CT 06110
860.233.6251
Fax 860.232.0596
www.legrand.us

February 25, 2011

To: Members of the Legislature's Labor and Public Employees Committee

Subject: Reject SB 913: Mandatory Paid Time Off

I recently became aware of SB 913, an act mandating employers to provide paid sick leave to their employees at a minimum of one hour for every 40 hours worked by their employees.

I strongly urge you to reject SB 913 because it is harmful to the Legrand businesses in Connecticut. It would significantly increase our labor costs and make our business less competitive with those in other states.

Currently, we have the flexibility to develop benefits based on our business needs and still remain competitive in the market. SB 913 would force us to look at other areas that we can reduce costs in order to provide the mandatory paid time off. It will greatly hinder our ability to grow and to continue to create jobs in the state of Connecticut.

Regards,

A handwritten signature in black ink, appearing to read 'Brian DiBella', written over a horizontal line.

Brian DiBella

Vice President & General Manager



LACEY MANUFACTURING COMPANY, LLC

A Subsidiary of Precision Engineered Products, LLC

February 26, 2011

Labor Committee,

I'm a manager at Lacey Manufacturing in Bridgeport. I'm writing this letter to ask you to please reject SB 913, Act Mandating Employer's to provide Paid Sick Leave to their employees. I do not understand our state legislators they continue to state we require more jobs in our state which I agree with, but then they will support a bill that makes it more difficult for businesses like ours to compete with other states and countries around the world. We need to make the state of Connecticut more competitive and business friendly. I'm sure if you ask most people including all the unemployed in our state this question they would prefer a job rather than more or less sick time. Please reject this bill and leave this matter between the employer and employee not the state.

Thank you
Kevin Kolka

**Carolyn Adams' Country Barn
352 Main Street
Durham, CT 06422
(860)349-1737**

February 25, 2011

To Members of the Labor Committee:

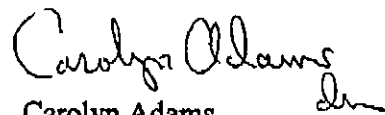
My name is Carolyn Adams, owner of Carolyn Adams' Country Barn a retail furniture store in Durham, CT.

I am writing to voice my opposition to SB-913, which would require Connecticut employers to provide paid sick leave. This proposal will substantially increase our business costs and could force us to reevaluate the other benefits we provide our employees.

We need to cut costs not increase them. Connecticut businesses are having financial trouble as it is due to the recession. The last thing we need is more costs. If you increase the cost of businesses it could force myself and others to also reevaluate the number of employees we have.

We urge you to reject this proposal and work with the business community to control labor and workplace costs in Connecticut. Thank you.

Signed,



Carolyn Adams
Owner
Carolyn Adams' Country Barn

**American Metal Crafters LLC
695 High Street
Middletown, CT 06457
(860)343-1960 Fax(860)343-1965**

February 25, 2011

To Members of the Labor Committee:

My name is Donna Noonan, managing member at American Metal Crafters LLC a metal box manufacturer in Middletown, CT.

I am writing to voice my opposition to SB-913, which would require Connecticut employers to provide paid sick leave. This proposal will substantially increase our business costs and could force us to reevaluate the other benefits we provide our employees.

We need to cut costs not increase them. Connecticut is broke; we don't need another cost added. We are already competing with products from Mexico at a reduced rate of 30% to 35%. The last thing we need to do is drive more people out of business.

We urge you to reject this proposal and work with the business community to control labor and workplace costs in Connecticut. Thank you.

Signed,

A handwritten signature in black ink, appearing to read 'Donna Noonan', written over a horizontal line.

Donna Noonan
Managing Member
American Metal Crafters LLC

WHITCRAFT LLC

SHEET METAL FABRICATION & MACHINING FOR THE AEROSPACE INDUSTRY



2/25/2011

Re: SB 913, An Act Mandating Employers Provide Paid Sick Leave to Employees

Dear Committee:

I am the Chief Executive Officer of Whitcraft LLC. We are an aerospace manufacturer headquartered in northeast Connecticut with wholly owned subsidiaries in Plainville and Bloomfield. We employ approximately 400 associates in the state of Connecticut.

Whitcraft prides itself in offering our associates competitive wages, a generous benefits package, paid time off, significant training and career growth opportunities. In doing so, we have positioned ourselves to be an employer of choice and continue to remain successful in this highly competitive market. Please visit our website at www.whitcraft.com to learn more about us.

Whitcraft and its subsidiaries operate in a worldwide market and we see an increasing emphasis on the part of our customers to move work to low cost countries. We have been criticized by some of our largest customers as being too "Connecticut centric" but we have invested a tremendous amount in our workforce and collectively we have been able to compete globally. To allow our company to continue to operate successfully and to ensure our continued growth in Connecticut in the future, we need you to oppose this bill. This proposal will substantially increase our costs and will force our company to reevaluate the many other benefits we offer our employees if we are to remain competitive.

At least once a month, I am contacted by a business development agency from another state offering generous packages to relocate our operations. I was born and raised in Connecticut and I have a vested interest in seeing Connecticut grow and prosper. Our company has avoided the fate of most of the manufacturing companies in my old home town of New Britain, and if the state legislature is serious about its desire to see an expansion of high skill/high wage jobs in the state, I am confident that they will oppose this bill.

Thank you for your time and attention.

Sincerely,

A handwritten signature in black ink, appearing to read "Colin H Cooper".

Colin H Cooper, CEO
Whitcraft LLC

76 County Road
P.O. Box 128
Eastford, CT 06242
Phone (860) 974-0786 Fax (860) 974-3705



North America Headquarters
60 Woodlawn Street
West Hartford CT 06110
860.233.6251
Fax 860 232.0596
www.legrand.us

February 25, 2011

To: Members of the Legislature's Labor and Public Employees Committee

Subject: Reject SB 913: Mandatory Paid Time Off

I recently became aware of SB 913, an act mandating employers to provide paid sick leave to their employees at a minimum of one hour for every 40 hours worked by their employees.

I strongly urge you to reject SB 913 because it is harmful to the Legrand businesses in Connecticut. It would significantly increase our labor costs and make our business less competitive with those in other states.

Currently, we have the flexibility to develop benefits based on our business needs and still remain competitive in the market. SB 913 would force us to look at other areas that we can reduce costs in order to provide the mandatory paid time off. It will greatly hinder our ability to grow and to continue to create jobs in the state of Connecticut.

Regards,

A handwritten signature in black ink that reads 'Judy A. Travers'.

Judy Travers

Director, Human Resources



North America Headquarters
60 Woodlawn Street
West Hartford CT 06110
860.233.6251
Fax 860 232.0596
www.legrand.us

February 25, 2011

To: Members of the Legislature's Labor and Public Employees Committee

Subject: Reject SB 913: Mandatory Paid Time Off

I recently became aware of SB 913, an act mandating employers to provide paid sick leave to their employees at a minimum of one hour for every 40 hours worked by their employees.

I strongly urge you to reject SB 913 because it is harmful to the Legrand businesses in Connecticut. It would significantly increase our labor costs and make our business less competitive with those in other states.

Currently, we have the flexibility to develop benefits based on our business needs and still remain competitive in the market. SB 913 would force us to look at other areas that we can reduce costs in order to provide the mandatory paid time off. It will greatly hinder our ability to grow and to continue to create jobs in the state of Connecticut.

Regards,

A handwritten signature in black ink, appearing to read 'Philip LeRoux', written over the typed name.

Philip LeRoux

Senior Vice President

Human Resources



North America Headquarters
60 Woodlawn Street
West Hartford CT 06110
860 233 6251
Fax 860.232 0596
www.legrand.us

February 25, 2011

To: Members of the Legislature's Labor and Public Employees Committee

Subject: Reject SB 913: Mandatory Paid Time Off

I recently became aware of SB 913, an act mandating employers to provide paid sick leave to their employees at a minimum of one hour for every 40 hours worked by their employees.

I strongly urge you to reject SB 913 because it is harmful to the Legrand businesses in Connecticut. It would significantly increase our labor costs and make our business less competitive with those in other states.

Currently, we have the flexibility to develop benefits based on our business needs and still remain competitive in the market. SB 913 would force us to look at other areas that we can reduce costs in order to provide the mandatory paid time off. It will greatly hinder our ability to grow and to continue to create jobs in the state of Connecticut.

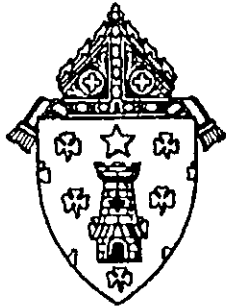
Regards,

A handwritten signature in black ink that reads 'Halsey Cook' in a cursive script.

Halsey Cook

President

Electrical Wiring Systems



Diocese of Norwich

St. Joseph Living Center

14 Club Road
Windham, Connecticut 06280
(860) 456-1107

February 25, 2011

TO: Members of the Legislature's Labor and Public Employees Committee
SUBJECT: Reject SB 913: Mandatory Paid Time Off

I am the Administrator of Saint Joseph Living Center, located in Windham, CT. We are a 120 bed, not-for-profit short term rehabilitation and long term care facility, employing approximately 200 staff members. As a health care provider, we clearly understand the importance of not having sick employees report to the workplace. However, in this business climate, I cannot support SB 913 for mandatory paid time off.

Our employees working over twenty (20) hours per week receive sick time, pro-rated for the number of hours they work. A forty (40) hour per week employee receives 12 days (96) hours of sick time yearly. We also have many per diem employees, without regularly scheduled hours. Many of these individuals choose to work per diem for their personal commitments. Other employees choose a no benefit option for a higher rate of pay. Passage of this bill would necessitate a potential change to our benefits program, which may adversely impact the staff that this bill is seeking to assist. In calculating the potential economic cost to extend this requirement to our entire workforce, I estimate the cost to be an additional \$16,000.00 per year.

As I am sure you are aware, the long term care industry has not received a Medicaid increase for several years. This year's budget proposal includes a provision for an increase to the Provider Tax for nursing homes. While I realize the concept behind this proposed legislation is important, now is not the time to place additional economic requirements on an already struggling industry.

I respectfully request that you reconsider SB 913 and urge you to vote against passage of this legislation.

Sincerely,

Lynn Iverson
Administrator



4 Armstrong Park Rd
Shelton, CT 06484

t: 203-924-7000
f 203-944-1618

sales@telliris.com
www.telliris.com

February 23, 2011

Dear Members of the Legislature's Labor and Public Employees Committee,

We at DAC Systems / Telliris based in Shelton would like to inform you it is a mistake to institute a new regulation requiring mandatory paid time off.

As it stands, the cost of doing business and the cost of living in Connecticut is exceptionally high compared with other regions in the U.S. This is a major factor in many businesses large and small moving out of the state to regions which are more attractive.

SB 913 would require additional recordkeeping and for a subset of employers result in a higher labor cost.

We also recommend against the recent healthcare changes in Connecticut. What are needed are changes to reduce the cost of living and reduce the cost of doing business in the state.

If Connecticut increases taxes, this will make the state even less attractive to live in and work.

Connecticut's projected population growth which is 6th lowest in the nation may fall further if the current unfavorable situation continues, or is worsened such as by increasing the cost of doing business (such as increased regulation) and increasing the cost of living (such as increased taxes).

There are only 5 states with a projected population growth from 1995 to 2025 lower than Connecticut. If we continue to mishandle the overall economic situation in the state, we should plan for a negative population growth.

Please do what you can to stop these unfavorable changes.

Sincerely,
Mark Nickson

203-924-7000 ext 4374
mnickson@dacsystems.com

Sheila Nevins
Director, Human Resources

250 East Main Street

Stratford, CT 06611

USA

Tel 203-375-0612

Fax 203-385-0330

sheila.nevins@ashcroft.com

www.ashcroftinc.com

February 24, 2011

To: Members of the Legislature's Labor and Public Employees Committee

Subject: Reject SB 913: Mandatory Paid Time Off

I am writing this letter to urge you to reject SB 913: Mandatory Paid Time Off because in my opinion, it is harmful to Connecticut jobs and business.

I am Human Resources Director at Ashcroft Inc, a manufacturer located in Stratford, CT. We employ over 400 people in Connecticut and are very proud of the fair and comprehensive benefits and compensation we provide to our employees. Many of our employees are covered by a Collective Bargaining Agreement that was fairly negotiated to provide comfortable wages and benefits that protect our workers and assure our ability to remain competitive. Mandating additional paid sick leave beyond what was negotiated puts our Company at serious financial risk and forces us and other similar businesses to reevaluate our business location and force a reduction in our employment.

We have a long history in Connecticut. Our business was founded in 1851. We are dedicated to the town of Stratford and the Bridgeport region. We have many very long service employees, who rely on us for steady employment year after year. We would have no choice but to reduce employment and other valued benefits in order to pay for such an expensive mandated benefit.

The state government and elected officials' continued failure to understand the competitive US and global business environment and failure to enact legislation that will help grow business and employment is a serious problem.

Once again, I urge you to reject SB913.

Sincerely,


Sheila Nevins

ASHCROFT

HEISE

WILLY

WEKSLER



The Leading Provider of Aerospace, Defense, Electronics and Power Systems Intelligence

February 24, 2011

To: Members of the Labor Committee

My name is Sharon Grimm, Director of Personnel at Forecast International Inc, 22 Commerce Rd, Newtown, CT 06470.

I am writing to voice my strong opposition to SB 913, An Act Mandating Employers Provide Paid Sick Leave to Employees. This proposal will substantially increase our business costs and could force us to reevaluate the other benefits we provide our employees.

I urge you to reject this proposal and work with the business community to control labor and workplace costs in Connecticut.

Sincerely,

Sharon Grimm
Director of Personnel
Forecast International Inc.

Surface Technologies™

February 24, 2011

To: Members of the Legislature's Labor and Public Employees Committee

Subject: Reject SB 913: Mandatory Paid Time Off

My name is Teresa Morrison, Human Resources Manager at J Walter Inc., a distributor of mechanical and environmental solutions products, located at 810 Day Hill Road, Windsor, CT 06095.

I am writing to voice my opposition to SB 913, which would require Connecticut employers to provide paid sick leave. This proposal will substantially increase our business costs and could force us to reevaluate the other benefits we provide our employees. At a time when businesses are struggling to remain competitive and maintain their work forces, this proposal does not make good business sense.

We urge you to reject this proposal and work with the business community to control labor and workplace costs in Connecticut. Thank you.

Sincerely,

Teresa Morrison

Teresa Morrison

Amphenol

Spectra-Strip Operations

P.O. Box 4340
720 Sherman Avenue
Hamden, CT 06514
Tel: (203) 281-3200
Fax: (203) 281-5872
HTTP: //www.spectra-strip.amphenol.com

*Spectra-Strip Cable
ISO 9001 Certified*

Date: February 24, 2011

To: Members of the Legislatures Labor and Employees Committee

From: Mike Carbray

Subject: REJECT SB913: Mandatory Time Off

I am strongly opposed to SB913 for mandatory time off.

If this bill is passed, it will lead to increased labor costs and reduced efficiency.

Currently our employees can use vacation time to get paid for sick days or time off to take care of sick family members.

Adding mandatory time off on top of paid vacation will significantly increase our labor costs.

I am the General Manager of a manufacturing company with 93 employees.

The cost of doing business in Connecticut puts us at a major disadvantage to most states that do not have this policy.

If enacted, this bill will make it harder to manage our business and will add cost to an already high cost structure.

WE CAN NOT AFFORD IT!

With major increases in health care, materials and transportation we are getting killed with cost increases.

I urge you to REJECT SB913 to save jobs in Connecticut.

Mike Carbray
General Manager
Amphenol Spectra-Strip
720 Sherman Ave.
Hamden, Ct 06492



C.O. JELLIFF CORPORATION

P.O. Box 758 • 354 Pequot Avenue
SOUTHPORT, CT 06890 - 0758
National (800) 243-0052 • CT (203) 259-1615
Fax: (203) 255-7908 • www.jelliff.com
e-mail: jelliff@jelliff.net

February 24, 2011

To: Members of the Legislature's Labor and Public Employees Committee
Subject: Reject SB 913: Mandatory Paid Time Off

We are very upset over the possibility of requiring paid time off for our employees. It's just one more cost that we must contend with as we try to be competitive in the global marketplace. Connecticut is one of the more costly states to operate a business and now you are adding onto the burden. Should this bill pass and become law, it will be one more reason why we should move out of the state and consolidate our resources into our facility in North Carolina. After operating in Connecticut for over 130 years, this could be the last straw.

Sincerely,

Rand Glucroft

Rand Glucroft, VP



February 24, 2011

RE: Reject SB913: Mandatory Paid Time Off

Dear Members of the Legislature's Labor and Public Employees Committee,

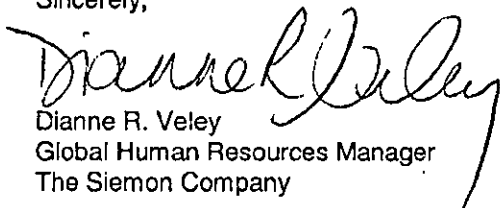
My name is Dianne Veley and I am writing to you today on behalf of my employer, The Siemon Company located in Watertown.

We are a family owned business which began in 1903 in Bridgeport and moved to Watertown in the 1950's. We employ over 290 people in Connecticut and an additional 440 people globally. We have deep roots in the community and have no plans to leave Connecticut for another domestic location. However, we find ourselves in a frustrating position of frequently having to write to our state legislators about opposing legislation which is detrimental to our ability to competitively compete in a global environment and to continue to employ Connecticut residents.

I am writing today to voice my opposition to SB-913, which would require Connecticut employers to provide mandatory paid time off. This proposal will substantially increase our business costs and could force us to reevaluate the other benefits we provide our employees. While I can appreciate the economic benefit that this bill may provide to individual employees, I believe that it is shortsighted in providing the most economically responsible business environment for all employees. If Connecticut businesses are forced to offer such mandated benefits, we will be forced to make changes to our overall benefit offerings and staffing needs which would have a far bigger impact on the individual employees than what this bill would provide to them on its own.

I urge you to reject this proposal and work with the business community to control labor and workplace costs in Connecticut. Thank you.

Sincerely,


Dianne R. Veley
Global Human Resources Manager
The Siemon Company

cc: Carl N. Siemon, President, The Siemon Company

The Siemon Company
101 Siemon Company Drive
Watertown, CT 06795-0400
Tel. 860 945 4200
www.siemon.com

Orange Research Inc.

140 Cascade Boulevard, Milford, Connecticut 06460
203 877-5657 800 989 5657 Fax 203 783-9546
www.orangeresearch.com

February 24, 2011

Labor Committee
Legislative Office Building
Hartford, CT 06106-1591

Re: Senate Bill 913 – An Act Mandating Employers to Provide Paid Sick Leave to Employees

Dear Labor Committee:

My name is Paul Hoffman and I am the President and Owner of Orange Research, Inc., a manufacturing company located in Milford, Connecticut.

I strongly urge you to oppose Senate Bill 913 – An Act Mandating Employers to Provide Paid Sick Leave to Employees.

The mantra in Hartford is "How do we create jobs?" If we continue to propose and pass bills like SB 913 and other similar legislation and mandates, Connecticut will continue to lose companies and create an even more unfriendly business climate. Connecticut is already one of the most expensive states in the United States in which to conduct business and we cannot afford to lose more jobs.

SB 913 will make Connecticut the first and only state in the nation to mandate paid sick leave. What business would want to move into Connecticut with this kind of mindset in Hartford?

We are a small manufacturer and due to a poor economy and job losses, we do not have a "bench" to draw on. We need and want our employees at work, as much as possible, and, to use their paid sick time for true illnesses. Therefore, we reward people at the end of each year for unused paid sick time, in addition to paid personal time. They appreciate and love this benefit, especially since the payout comes right before the holidays!

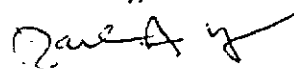
SB 913 allows up to 40 hours of accrued sick time to be carried over into the following year. This goes against our need and policy to reward people for not taking unnecessary time off. If SB 913 passes, it will make us rethink our policies to the detriment of our employees who will, inevitably, wind up with fewer benefits.

Passage of SB 913 adds another reason Connecticut is one of the most expensive and "business unfriendly" states to do business in.

We cannot continue to make doing business in Connecticut harder and more expensive, because we lose our ability to create jobs and improve our economy for all residents of Connecticut.

Please oppose passage of SB 913 in the name of creating jobs in Connecticut.

Sincerely,



Paul A. Hoffman,
President & Owner



"the differential pressure people"

February 24, 2011



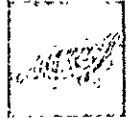
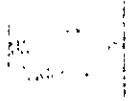
EVANS Associates
Environmental Consulting, Incorporated

To: Connecticut State Legislature's Labor and Public Employees Committee

RE: SB 913, An Act Mandating Employers to Provide Paid Sick Leave to Their Employees



I have operated a small consulting firm in Connecticut since 1988, and am writing to you to voice my opposition to SB 913. As a small business owner with fewer than ten employees, I have prided myself in creating a work environment where my employees are treated with respect and compensated at a very competitive rate. That compensation package includes ten paid holidays and two personal days each year, in addition to paid vacation time of at least one week (up to three weeks for employees who have been with the company for ten years or more). While I do not pay employees for "sick time" per se, I have a policy, which is made clear to them when they apply for employment, of paying them if they become seriously ill or are unable to work for a period of more than a few days. Not surprisingly, this situation has only arisen a handful of times over the 23 years that I have been in business, and I have never gotten any complaints from my employees. No one has to sneak around if they want or need time off, and I never have to wonder whether they are really sick or when they will be back to work.



One of the benefits of being a small business owner is being able to create a work environment that is flexible and responsive to the individual needs of my employees. Mandating paid sick leave for small businesses eliminates some of that flexibility and puts an additional financial burden on the business owner. Given the current economic climate, passing a bill such as SB 913 would move me one step closer to closing the doors and going back to being a private consultant, effectively eliminating five jobs and adding to the unemployment rolls. It seems ill advised to put more of a financial burden on small businesses as we are just beginning to recover, and that is exactly what this bill would do.

Thank you for your consideration of my comments.

Sincerely,
EVANS ASSOCIATES ENVIRONMENTAL CONSULTING, INC.

Beth Evans
President

205 Zephyr Road
Bethany, CT 06524
Tel: 203 293 0690
Fax: 203 293 0196



Manufacturers
of
Aluminum Extrusions
Architural Products

75 LEEDER HILL DRIVE. P.O. BOX 4275
HAMDEN CONN 06514
TEL: (203-288-8484)
FAX: (203-248-4484)

February 28, 2011

To the members of the Labor Committee

My name is Howard Goldfarb; I am the president of Leed Himmel Industries located in Hamden. We have been a Connecticut Company for 100 years.

I am writing to express my disbelief that in this economy you are considering the SB-91s3 which will provide paid sick days at the rate of 1 hours pay for every 40 worked. Connecticut, and for that matter most of the Nation's companies are still suffering from a near total collapse of the economy. Our business has fallen to less than one half of the volume from as recently as 2 years ago. And has not come back

We had a normal employment level of about 100 employees. Currently we have laid off or not replaced about 40 employees.

If this proposal is enacted the estimated cost to our company would be approximately \$104,000.00 annually. At the present time we are no longer profitable, and the prognosis is more of the same. How do you expect Connecticut companies to expend additional benefits when we are already struggling to maintain the ones we currently have.

It should also be noted that no other state requires such payments. That just continues the uncompetitive situation, which we have in Connecticut. Simply put our competitors do not have this cost. Proposal such as this continue to make Connecticut a difficult place to do business..

I also question how we are to keep our employees from being sick an additional 52 hours per year. Doesn't this sound like an additional paid vacation?

If this and any other such bills, are allowed to pass there will not be any Manufacturing jobs left in Connecticut.

I urge you to reject this concept and not bring it up again.

Leed Himmel Ind, Inc.
Howard Goldfarb
Howard Goldfarb
President

Tender Living Care, Inc.

Homemakers • Companions
117 New London Tpke.
Glastonbury, CT 06033

February 21, 2011

To Members of the Labor Committee:

My name is Karen Soule. I am the Vice President of Tender Living Care, Inc., a Homemaker-Companion Agency for the Elderly in Glastonbury, Connecticut. I am writing to voice my opposition to SB-913, which would require Connecticut employers to provide paid sick leave. These are very difficult times for our business. Insurance rates for Tender Living Care, Inc. increased by 30% this year; the minimum wage was raised by 3.125% as of January 1, 2010 and the requirement for participants of the Home Care Program for Elders to pay 6% of the cost of their services has resulted in a considerable number of clients dropping out of the program with the subsequent reduction in income.

As a provider for the Home Care Program for Elders, we are being reimbursed at very low rates (some rates are lower than when we started participating in the program in 1993). The last increase of 2.9% took place almost 4 years ago. In the meantime minimum wages were up by 7.28% and the cost of living increased by more than 8.5%. The approval of bill SB-913 under the current economic circumstances would only further increase the cost of doing business in the State of Connecticut. Furthermore, it will result in no pay raises, discontinuance of benefits, such as medical insurance, and may even increase the unemployment rate as we will be forced to freeze hiring and may have to discontinue current positions.

We urge you to reject this proposal and work with the business community to control labor and workplace costs in Connecticut. Thank you.

Respectfully,

Karen J. Soule
Vice President
Tender Living Care, Inc.





PO BOX 7331
PROSPECT CT 06712
mail
34 WATERBURY ROAD
PROSPECT CT 06712
offices
203.758.3506 voice
203.758.0111 fax
gil@gilfoundation.com
www.gilfoundation.com

February 24, 2011

Members of the Legislature's Labor and Public Employees Committee

RE: Reject SB 913: Mandatory paid Time Off

Dear Members:

My name is Joseph Mascia and I am the Executive Director of GIL Foundation, Incorporated. GIL is a private, 501(c)(3) nonprofit organization providing comprehensive supports and services to community residents with developmental disabilities in Connecticut since 1985. GIL is a long-standing member of the Connecticut Association of Nonprofits.

I have been following Bill SB 913 and would like to strongly advise all Committee Members to reject this proposal. An act *mandating* employers to provide paid sick leave to their employees will be damaging to our nonprofit operations. This legislation if passed would dictate what an organization must do without the history, context, and financial position of the agency. GIL, like other organizations conducting business in tough economic times have moved to a *paid time off bank system* in an effort to better recruit and retain quality workers. This method of accruing time off has become a widely used strategy nationally with both employee and employer returns. A WorldatWork research report, *Paid Time Off Programs and Practices*, highlights key benchmarks regarding paid-time-off (PTO) practices in the U.S:

- A majority offer paid time off as a key employee benefit when attracting new employees.
- A vast majority of employers (all organizations with a PTO bank system and 87 percent with a traditional system) provide paid sick leave already.
- The average number of paid sick days in a traditional system is 9. PTO bank systems do not distinguish between vacation and sick time thus allowing more access to sick time.

Therefore our policies already promote less restrictive paid time off and places fewer burdens upon managers to staff for unprepared absences. In fact, our policies do not limit needed sick time, but actually averts the need to force employees to use "sick time" as a substitute for other earned time. The result is that sick time is more liberally imbedded in time off banks and utilized as needed – when an individual is not well and must take time off due to illness. In short, the major benefit for the employer is that people are less likely to call in sick unless they really are (because they won't want to sacrifice a vacation day), which means you're less likely to get stuck shorthanded for needed coverage.

If SB 913 was successfully passed it would place undue hardship on many employers like GIL Foundation requiring 24-hour care and services for individuals with developmental needs. GIL would be forced to remove the successful paid time off bank system, reverting back to old systems of time off accrual, hindering progress in recruiting and retention of valuable employees.

Sincerely,

Joseph A Mascia

Joseph A Mascia
Executive Director
mascia@gilfoundation.com

March 1, 2011

Labor and Public Employees Committee
Room 3800, Legislative Office Building
Hartford, CT 06106

To: Members of the Legislature's Labor and Public Employees Committee

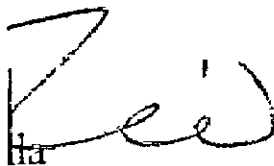
Subject: SB 913: An Act Mandating Employers Provide Paid Sick Leave to Employees

We are writing to you today on behalf of the Legislative Committee, the Board of Directors and the entire membership of the Middlesex County Chamber of Commerce. The reason for our letter is to express opposition to SB 913, which would require Connecticut employers of 50 or more hourly and non-exempt workers to give a minimum of 1 hour paid time off for every 40 hours an employee works. Our membership believes that this bill represents a blanket approach that will negatively affect economic growth in Connecticut at the worst possible time.

The Middlesex Chamber is a dynamic business organization with over 2,350 members that employ over 50,000 people. Our membership ranges from Fortune 500 companies to local micro businesses and each one of these businesses has a unique relationship with its employees. This paid sick leave proposal will undoubtedly make companies think twice about adding more jobs and will further increase already high costs when we need to be exploring ways to do just the opposite. In essence, mandating paid sick leave is a flawed "one size fits all" approach that the members of the Middlesex Chamber urge you to reject.

In closing, we would like to reiterate our opposition to Senate Bill 913. The members of our Chamber look forward to working with the General Assembly as we collectively deal with very challenging times. Thank you for the opportunity to be on the record.

Sincerely,



Rich Carella
Co Chair
Legislative Committee



Rick Parmelee
Co Chair
Legislative Committee

393 Main Street, Middletown, CT 06457-3309 • 860-347-6924 • Fax 860-346-1043
<http://www.middlesexchamber.com> • Email: info@middlesexchamber.com

Award of Excellence for Responsible Social Investment • Entrepreneur's White House Citation for Private Sector Initiatives
Entrepreneur's White House Citation for Social Enterprise • State Award of Merit • Vision 2000 Excellence Award
NAACP Business Award



**Engineering Services &
Products Company**

To: Members of the Legislature's Labor and Public Employees Committee

Subject: Reject SB 913: Mandatory Paid Time Off

My name is Sherri Helget, Human Resources Manager at Engineering Services & Products company in South Windsor, CT.

I am writing to voice my opposition to SB-63, which would require Connecticut employers to provide paid sick leave. This proposal will substantially increase our business costs and could force us to reevaluate the other benefits we provide our employees.

We urge you to reject this proposal and work with the business community to control labor and workplace costs in Connecticut. Thank you.

Signed,

Sherri Helget
Human Resources Manager



Hartford CPL Co-Op, Inc.

376 Ledyard Street
Hartford, CT 06114

Phone: (860) 296-5636

Fax: (860) 296-5751

February 24, 2011

Re: *SB 913, An Act Mandating Employers Provide Paid Sick Leave to Employees*

Dear State Labor Committee,

I am concerned you don't understand how these paid sick days will be used. If people were truly sick 6.5 days a year then I might see a justification for such legislation. However sick or not these days will be used, at a cost to my company of \$100K per year.

Let me give you a real life example. The Hartford CPL offers 10 paid vacation days per year to its employees. We have not provided sick days as part of our Paid Time Off (PTO) benefit to this point.

In April of 2009, we expanded holiday pay to cover more holidays and we gave every employee 1 paid personal day. Ideally the personal day was to be used for doctor's visits or an employee's sick day. Within the first 30 days after our PTO policy change, 50% of my workforce (65 employees) used that day. Do you think they all were sick or had doctor's visits? That put a huge strain on our company. These were unscheduled days off and we now had to bring in other employees who would normally be off, to cover for these employees. That led to an increase in our paid O/T, etc.

Unfortunately, I'll have to lay off 4-5 people the day this legislation passes to cover the increased cost. Further, I have had discussions during Chamber of Commerce meetings recently, where other companies plan to follow suit. Not the right time to add more unemployed workers, especially when both the Connecticut and Federal Unemployment funds are already bankrupt.

Sincerely,
David Place
GM/CFO
Hartford CPL Co-Op, Inc.
Hartford Co 06114



Capewell Components Company, LLC
46 Nooks Hill Road · Cromwell, CT 06416 · USA
P. 860.635 2200 · F: 860 635 3631 · www.capewellcorp.com

February 25, 2011

To The Labor Committee:

I am the Director of Human Resources for Capewell Components Co., LLC, a manufacturing company with operations in Cromwell and South Windsor. I am writing to you today to express our opposition of Bill SB-913, which would require our business (and other CT businesses with employees over 50) to give our hourly and non-exempt employees a minimum of 1 hour of paid time off for every 40 hours that an employee works, with provisions for carry over and/or payout at year's end. We currently grant our employees with at least a year's tenure, 40 hours of Personal time to "use or lose" at the end of the year (earned at a rate of 8 hours in the first 3 months, and 8 hours every 2 months thereafter until 40 hours is earned – upon hire). This time may be used for illness for themselves or family members, or other emergencies that may occur (like a flooded basement, etc.).

For our company (or any company) to be required to carry this over from year to year, would add cost for accounting and add liabilities to the bottom line of the business, or add costs for monetary payout. In this economic climate, that is very costly. We are trying to keep all of our employees on the payroll, with health insurance, and still be able to compete in the global market. Adding any additional costs at this time would be deadly to our current ability to remain in business, and to employ our current workforce, in total.

Other businesses would be put in the same position if they had some personal/sick time already allotted, and/or would add too much cost to their bottom line and prevent them from being able to be successful in the State of CT. Many CT small businesses employ seasonal and/or per diem workers, and this would jeopardize their ability to satisfy their customers and comply with CT law. Their only option would be to move the business out of CT or close. Please realize that we do not want to penalize any employees, we value our people highly, but a one size fits all approach, and additional mandates will only result in lowering the number of businesses in CT and therefore reduce jobs. How does that help the average worker?

We applaud you for trying to help the average working person, but please realize the ultimate result of your actions (with this bill) will only succeed in reducing jobs and consequently, the CT tax base. That is something no one in the State can afford to have happen.

Sincerely,

A handwritten signature in cursive script that reads "Lois A. Krause".

Lois A. Krause
Director of Human Resources



DORNENBURG GROUP
ADVERTISING & MARKETING COMMUNICATIONS

02/25/2011

Reject SB 913: Mandatory Paid Time Off

CT Labor and Public Employees Committee

I am writing to request that you reject this poorly timed and wrong-headed legislation. My primary business, Dornenburg Group, has been in business for 17 years. And we have for all 17 years provided 5 paid sick days, plus paid vacation, holiday, and personal time. But I strongly oppose mandated paid sick leave. I oppose expanding the benefit to 6.5 days per year. And I strongly oppose a government mandate that will surely turn paid sick days into paid vacation days.

It is extremely difficult for smaller companies to remain competitive when employees call in sick. We have deadlines to meet and often end up calling temp workers to finish the work – paying twice for the same service. There is rarely budget these days to cover any unforeseen expense, so the extra cost comes out of profit. That profit goes for new computers, upgraded software, and other important investments – which ultimately lead to growth and hiring more employees.

I am a life-long Democrat. But my Republican friends constantly point to the CT Legislature as an example of government gone wrong. About a group of people so tone-deaf to business that they will continue to heap burdens on Connecticut businesses until there are no businesses left here. This is an issue that will either prove them right or prove them wrong. Reject SB 913. In a time when everyone will prosper by the creation of more jobs, this bill will make employees more expensive and discourage job growth. It is almost beyond belief to me that this bill could be receiving serious consideration at this time.

Jeff Dornenburg
President



410 Burnham St.
South Windsor, CT
www.abletool.net
860-289-2020

February 22, 2011

To: Members of the Legislature's Labor and Public Employees Committee

Subject: Reject SB 913: Mandatory Paid Time Off

I am writing this letter to urge rejection of of this proposal that mandates paid time off. I think this is an incredible overreach by government, especially at a time when small businesses, like mine and throughout the state, struggle to stay afloat in these difficult times. My vendors and customers in Connecticut are universally opposed to this bill, and we all share the same feeling that our government should be focused on cutting costs and creating an atmosphere that supports business, not mandating more regulation that will drive business out of state.

We in fact now offer 3 sick days annually for employees, but when we started five years ago did not have the luxury to do so. These decisions should be between employee & employer, and do not have anything to do with what government thinks is fair.

I implore you to focus on what will help our state, cutting our costs, making a leaner government. Take an example from Wisconsin, Private industry & their employees struggle daily for decent, livable wages, benefits, etc. Please respect that and expect government to do the same.

Regards,

Derek Bauer
Owner
Able Tool & Equipment
410 Burnham St.
South Windsor, CT 06074
860-289-2020 Off.



Scott Crosson
Plant Manager
1600 West Main Street
Willimantic, CT 06226

February 27, 2011

VIA ELECTRONIC MAIL

Dear Honorable Members of the Labor and Public Employees Committee,

I am the Plant Manager of a productive wire and cable manufacturing facility in Willimantic, Connecticut that employs over two hundred and fifty (250) associates and markets and sells its products in a competitive global business environment. I am writing to you because I am very concerned about the proposed paid sick leave bill that you are considering in the Labor Committee. For the reasons below, I urge you to vote no on this legislation.

With our union workforce, we actively negotiate with our associates over numerous terms and conditions of employment, and the collective bargaining process already gives our associates the opportunity to seek those benefits most important to them. I believe the provision of sick days has traditionally been and should continue to be a matter of negotiation between an organized labor force and its employer. As a matter of fact, we just had our most recent negotiated contract ratified (2/27/2011). Paid sick days was brought up during the negotiation process, however, it was withdrawn by the union in favor of more important issues.

In addition, our plant is a continuously operating manufacturing facility, structured along Lean manufacturing concepts. It is very costly and disruptive for employees to take unscheduled leave. To encourage the advance scheduling of time off, the company has implemented a very reasonable attendance policy and has negotiated with our associates fair and competitive wages and a leave of absence policy. Granting more paid time off in this manufacturing environment will interrupt the efficient operation of our facility, and make it more difficult for us to compete on a global basis with our products.

Not only will labor costs rise, but this legislation will result in lost productivity and increased use of temporary and day laborers. It is estimated that this legislation will cost our facility in excess of \$500,000 per year. Considering the current state of the economy, Connecticut should find ways to enable employers to be more competitive and retain jobs in this state. Unfortunately, this bill would only increase employers' costs at a time when many companies are trying to reduce costs to remain competitive. I'm sure no one in Connecticut wants to see more unemployed citizens due to government-mandated costs levied against employers.

Finally, this bill is not narrowly drafted and therefore, it could lead to abuse. The bill permits the carry over of accrued time from year to year, it permits sick days to be used for other family members, enables an associate to earn a higher rate of pay on a sick day than if he/she actually worked and it bars the employer from verifying the absences with documentation until after three consecutive days of absence. The collective bargaining process is an age-old method for resolving employee-employer disputes over wages and benefits, and I encourage you, particularly in today's economic environment, to allow this process to continue without interruption and to vote no on the paid sick leave proposal.

Very truly yours,

Scott Crosson

February 24, 2011

To: Members of the Legislature's Labor and Public Employees Committee

Subject: Reject SB 913: Mandatory Paid Time Off

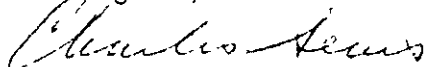
It is vitally important that SB 913 does not become law in Connecticut or any other state in the United States. We are living in a world market today and any additional mandates like this bill reduces our ability to economically compete. How can anyone justify the additional costs associated with this mandate in these difficult economic times? Why would any company decide to make Connecticut their home or expand here?

Our survey shows that most companies in Connecticut already have a sick day policy that covers a large part of the time that employees are sick. Because of the constant abuse of this policy, we have designated this policy as personal days to avoid the employee having to lie about why they are absent. In addition, we allow our employees to use vacation days for sickness if they use up their personal days.

At some point, the government has to allow us to conduct our business on a competitive basis with other businesses. If we find that additional sick days will be beneficial and economically feasible, we will make the necessary changes ourselves.

Please do not allow this bill out of your committee and make Connecticut the first state to adopt this frivolous mandate. Our fragile economy cannot absorb any additional costs imposed by our government.

Best regards,



Charles Sears

President

Dri-Air industries

East Windsor, CT

645 EMMETT STREET, LLC
QUALITY VENDING
645 EMMETT STREET
BRISTOL, CT 06010
860-589-2110
860-589-7743

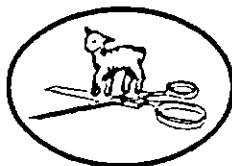
TO: Members of the Legislature's Labor and Public Employees Committee
Subject: Reject SB 913: Mandatory Paid Time Off

I URGE YOU FOR THE FOLLOWING REASONS TO REJECT THE PROPOSED BILL:

1. As a small family owned business, we struggle to employ and maintain the personnel we currently have. We are constantly having to cut and reduce hours and pays in order to just maintain jobs.
2. We have no flex room to hire additional people to cover when people are out sick or vacation.
3. It puts an a great strain on the company to provide 3 sick days pay for full time employees
4. Between the state putting more taxes on businesses and our vendors price increases (which seem to be more frequent) and the price of gas I just don't know how much more creative we can get in order to just save the employees jobs we have right now.
5. Because our business so heavily relies on fuel, with the price the way it is going we are now considering putting people on a 4 day work week.
6. Unfortunately the vending industry only has a 1-2% profit margin and if you now put this GREAT STRAIN on an already dying industry, you just might finish us off.
7. If you put this on our business we will be forced to now cut not just 1 department but ALL departments to part time status.
8. In addition to the financial harm it will do the company, our people will suffer because of the cut hours. Our Company Mission Statement is that we always want to teach and grow our employees. By approving this bill we might as well throw this mission statement out the window. You will be harming the employees quality of life.

I URGE YOU TO REJECT THIS BILL FOR THE SAKE OF ALL CONNECTICUT FAMILIES.

Sincerely,
Michele Graziano
Quality Vending



Warren of Stafford®

WARREN CORPORATION

AN AFFILIATE OF

Ing. Loro Piana & Cspa

Wednesday 23rd February 23, 2011

Members of the Labor Committee:

My name is Guy Birkhead; I am Vice President of Operations of the Warren Corporation in Stafford Springs. We manufacture high quality apparel fabric and have been in the state for well over a century.

We have managed with great difficulty to weather the various unfriendly legislation that has been targeted at our industry over many years. We are still here and fight hard every day which enables us to look after the well being of our employees. The average length of service is over 17 years, I think this alone is testament to the respect and satisfaction our employees have in response to the way we take care of them.

During 2009 we unfortunately had to lay off a significant number of our work force. The recovery we are all hoping for has yet to come. We understand the hardship the community has gone through and have played a very strong part in maintaining some stability in the area by avoiding further lay off, not cutting pay or benefits to our remaining employees, and to the contrary, not burdening them with significant additional health costs which other companies have had to do.

I am writing to voice my strong opposition to SB 913 which would require Connecticut employees to provide paid sick leave. This proposal would substantially increase our business costs and would force us to re-evaluate our present benefits with our employees which we know are appreciated.

We urge you to reject this proposal and work with the business community to control labor and work place costs in Connecticut. Surely you can see the difficult task ahead facing this state, this is a time to think of cost saving, encouraging the existing employers to remain here and not inflict additional expense on employers in what is probably the most expensive state to do business in. Thank you.

Signed

Guy M Birkhead.



TO: LABOR COMMITTEE
FROM: SUE O'CONNOR, PRESIDENT
DATE: FEBRUARY 23, 2011
RE: SB 913, AN ACT MANDATING EMPLOYERS PROVIDE PAID SICK LEAVE TO EMPLOYEES

The Greater Manchester Chamber of Commerce, a business organization representing roughly 500 businesses from 31 different towns in the State opposes Senate Bill 913, An Act Mandating Employers Provide Paid Sick Leave to Employees.

This proposal will substantially increase the cost of doing business and could force many of our businesses to reevaluate and reduce any other benefits they provide for their employees. Businesses need to be able to hire and retain good employees. Most businesses have sick time policies in place, along with other benefits, and most provide for their employees to the best of their ability. Benefit packages based on market conditions, competition, and overall work flow, are often discussed and negotiated privately with employees prior to being hired.

Daily, the Chamber sees businesses struggling through this unpredictable, lengthy recession, and businesses need the flexibility to be allowed to set their own policies based on their individual situations, without the State mandating their workplace policies. We heard recently from Governor Malloy that "Connecticut is open for business." If that is true, and the goal of Connecticut is to see its businesses grow, prosper, and create jobs in our State, it is the opinion of the Greater Manchester Chamber that passing bills such as SB 913 does nothing to support this goal.

The Greater Manchester Chamber of Commerce urges you to reject Senate Bill 913. Instead, the Chamber urges you to work with Connecticut's businesses to help reduce the cost of doing business in our State, to truly achieve its goal to see its businesses grow, prosper, and create jobs.

Thank you for your consideration.

Sincerely,

Sue O'Connor, President



37 Industrial Park Road
P.O. Box 236
Essex, CT 06426
(860) 767-9112
FAX 767-9121
www.goalsports.com

February 23, 2011

To: Members of the Labor Committee:

Re: *SB 913, An Act Mandating Employers Provide Paid Sick Leave to Employees*

My name is Morton Reich and I own and operate two manufacturing companies in Essex, CT: Goal Sporting Goods, Inc. which manufactures athletic field equipment and Apco Products a wire fabricator/job shop. We employ more than 37 people (down from 88 three years ago).

I am writing to voice my opposition to SB-913, which would require Connecticut employers to provide paid sick leave. This proposal will substantially increase our business costs and could force us to reevaluate the other benefits we provide our employees. Given the high rate of doing business in our State and notwithstanding the significant downturn in the economy coupled with the new Governor's intention to significantly raise our taxes along with the announced tax for the now bankrupt Unemployment Fund, this proposal greatly impacts our ability to remain viable.

SB-913, if enacted, will create another in a growing list of burdens that highlight Connecticut as a State that has gone beyond reasonable in the cost of doing business. Our company prides itself on building relationships based on fair and equitable standards which we apply equally to our customers, our vendors and to all those employed. Small business and the Legislatures' support of small business is the way out of economic distress. Please turn your attention to finding ways to help the small business owner and you will find success in your role as a Representative of 'ALL' of the people of Connecticut.

We urge you to reject this proposal and work with the business community to decrease government spending along with the government burdens on the private sector and to find ways to help small business control labor and workplace costs in Connecticut. I again encourage you to find ways to support and help business flourish according to the free enterprise system.

Sincerely,

A handwritten signature in cursive script that reads "Morton F. Reich".

Morton F. Reich
President

U S BUTTON
CORPORATION
328 Kennedy Drive
Putnam, CT 06260

February 23, 2011

To Members of the Labor Committee:

My name is Rita Savoie, Human Resources Manager at U.S. Button Corporation in Putnam, Connecticut

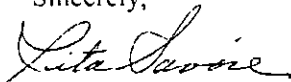
I am writing to voice my opposition to SB 913, An Act Mandating Employers Provide Paid Sick Leave to Employees. This proposal will substantially increase our business cost and could force us to reevaluate the other benefits we provide our employees.

The last few years have been difficult for us, as well as many other Connecticut companies. We laid off one-third of our employees just to stay in business in this state. We just started hiring again, but mandating paid sick leave will impact our company.

We urge you to reject this proposal and work with the business community to control labor and workplace costs in Connecticut.

Thank you

Sincerely,



Rita Savoie
Human Resources Manager



To Members of the Labor Committee:

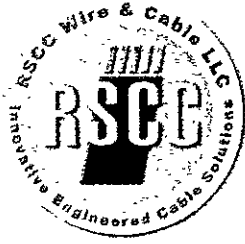
My name is Robin Imbrogno at the Human Resource Consulting Group., LLC.

I am writing to voice my opposition to Raised Bill No. 913, which would require Connecticut employers to provide paid sick leave. This proposal will substantially increase our business costs and could force us to reevaluate the other benefits we provide our employees and FURTHER reduce headcount.

We urge you to reject this proposal and work with the business community to control labor and workplace costs in Connecticut. Thank you.

Signed,

Robin Imbrogno
President



A Division of
Marmon Specialty Wire & Cable Group
ISO 9001 Registered

RSCC Wire & Cable LLC
Human Resources Department
20 Bradley Park Road
East Granby, CT 06026 USA
Tel: 860-653-8300
Fax: 860-653-8410
www.r-scc.com

February 23, 2011

To Members of the Labor Committee:

I am writing to voice my opposition to SB-913 which would require Connecticut employers to provide paid sick leave to their employees. This proposal will substantially increase our business costs and could force us to reevaluate the other benefits we provide our employees and reduce headcount.

We urge you to reject this proposal and work with the business community to control labor and workplace costs in Connecticut.

Very truly yours,

A handwritten signature in black ink that reads "Philip B. Borgia". The signature is written in a cursive style with a long horizontal line extending to the right.

Philip B. Borgia
Director, Human Resources





ABBOTT ASSOCIATES
261A Pepes Farm Road • Milford CT 06460

Phone (203) 878-2370
Fax (203) 878-5065
www.goabbott.com

February 23, 2011

To Members of the Labor Committee:

My name is John Winfield, President of Abbott Associates, a medical device component manufacturer located in Milford, CT.

I am writing to voice my opposition to SB-913, which would require Connecticut employers to provide paid sick leave. This proposal will substantially increase our business costs and could force us to reevaluate the other benefits we provide our employees.

We have thirteen employees... If I am mandated to provide paid sick leave, I would have to provide six additional days to them for time off at my expense and hardship raising my overhead an extra 2% as well as creating an extra workload to the employees remaining...

May I also remind the committee that other states do not seem to have this burden and are eager for more jobs to help their economies...

We urge you to reject this proposal and work with the business community to control labor and workplace costs in Connecticut. Thank you.

Signed,


John Winfield



749 Hopmeadow Street
PO Box 224, Simsbury, CT 06070
t 860-651-7307
f 860-651-1933
info@simsburycoc.org
www.simsburycoc.org

To: Labor Committee, State Legislature, State of Connecticut

From: Charity Folk, Executive Director, Simsbury Chamber of Commerce

Date: February 24, 2011

Ref: SB 913, An Act Mandating Employers Provide Paid Sick Leave to Employees.

Dear Sirs,

I am in opposition to SB 913 requiring Connecticut employers to provide paid sick leave. This proposal will only increase the cost of doing business at a time when business can least afford it.

In order to keep Connecticut competitive the Labor Committee needs to focus on ways of reducing the costs of doing business which will in turn allow businesses to grow and create jobs.

I urge you to reject this bill once and for all.

Charity Folk

Seniors

Seniors®

Serving: Bozrah, Colchester, Cromwell, East Haddam, East Hampton, East Lyme, Franklin, Glastonbury, Lebanon, Lyme, Marlborough, Middletown, Montville, New London, Old Lyme, Portland, Salem, Waterford

February 24, 2011

To Members of the Labor Committee:

My name is Karen Wasserman. I own a Seniors Helping Seniors franchise based in Waterford CT. It is a Homemaker-Companion Agency hiring retired Seniors to provide in home services for older seniors who need help to stay in their homes. We offer services in a large number of Connecticut towns including those listed in my letterhead.

I am writing to you to ask for your support in opposition to SB-913, a sick pay mandate. Our industry is trying to maintain a delicate balance between the increasing costs of doing business in the State of Connecticut and keeping rates affordable for seniors who pay out of pocket for their services. A mandate to pay sick time will result in higher payroll costs. We operate with very small profit margins and simply cannot afford to absorb this additional cost.

The approval of bill SB-913 under the current economic circumstances would further increase the cost of doing business in the State of Connecticut. It will result in lower pay and may force me to raise Senior home care rates beyond what most Seniors can afford. The ultimate result is likely to be business closure and lost jobs.

I urge you to reject this proposal and work with the business community to control labor and workplace costs in Connecticut.

Thank you.

Karen Wasserman, Managing Member
Senior Homecare in Central CT, LLC, DBA Seniors Helping Seniors

SeniorsHelpingSeniors@ct.metrocast.net
Phone: (860) 447-1316 Fax: (860) 910-0919
88 Ridgewood Ave, Waterford, CT 06385



February 24, 2011

To Members of the Labor Committee:

My name is Susan M. Bushnik, VP/HR from American Eagle Federal Credit Union. We are a financial institution doing business in Connecticut for over 75 years. We have 19 locations in Central Connecticut. Over 96,000 members belong to AEFCU.

I am writing to voice my opposition to SB-913, which would require Connecticut employers to provide paid sick leave. This proposal will substantially increase our business costs and could force us to reevaluate the other benefits we provide our employees.

We utilize 25 to 30 part-time employees, representing about 10% of our workforce. This would place an additional burden on employers by requiring sick time for part-time employees.

We urge you to reject this proposal and work with the business community to control labor and workplace costs in Connecticut. Thank you.

Signed,

Susan M. Bushnik
Vice President/Human Resources

NEWCASTLE HOTELS
& RESORTS

Two Corporate Drive
Suite 154
Shelton, Ct 06484

Via Internet Transmittal

February 24, 2011

To Members of the Labor Committee:

My name is Marian Barbieri and I am the Vice President of Human Resources for New Castle Hotels & Resorts with headquarters in Shelton and hotels in both Shelton and Norwalk, CT, for a total of 4 business locations in Connecticut.

I am writing to voice my opposition to SB-913, An Act Mandating Employers Provide Paid Sick Leave to Employees. This proposal will substantially increase our business costs and could force us to reevaluate the other benefits we provide our employees.

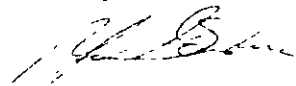
We are an industry that has many part time employees – students, working parents, seniors looking for a few hours of work, people with other jobs, etc. etc. Part-time employees allow us to give our full time employees valuable time off for rest, family time, etc. and help us fill those holes that a 24/7 business finds itself having from time to time.

As these employees do not work a lot of hours, they are expected and needed to come to work when scheduled -- having them call off "sick" is not really an option we can afford. For example a smaller hotel typically has one full-time employee working 5 nights a week as a night auditor and a part timer working the other 2 nights. The part-time employee must be held accountable to coming to work so that the full-time employee receives some much needed rest, family time, etc. (and the employer avoids overtime which is an expense it cannot afford). If that employees calls off sick, they are not providing the services required and they are putting their employment relationship at risk; not having the option to term a relationship which costs the employer money and hinders employee morale would be very problematic for us and many other businesses.

We give our full-time staff all the pay and benefits we can afford – we are a good employer. Our employees have a first class medical and dental plan which we pay the vast majority of, life insurance, 401K plan and match, paid time off both vacation and sick needs, etc. but not our part time employees. Many of our part time employees have other jobs and they enjoy these types of benefits there, but not with us – we could not afford to give them these benefits as we are such a lean margin business. Mandatory sick benefits is a bad idea for my and many other businesses – we have challenges meeting our obligations as it is and mandatory sick would just force us to find other economies to minimize costs – thus negatively impacting our full time staff who give us 30 – 40 hours a week, for the benefit of those who work less often.

We urge you to reject this proposal and work with the business community labor and workplace costs in Connecticut. Thank you.

Sincerely,



Marian R. Barbieri

UTILITY COMMUNICATIONS, INC.

920 Sherman Avenue • Hamden, Connecticut • 06514
Phone: (203)287-1306 (800)443-1306 Fax: (203)248-9167

February 24, 2011

Attn: Members of Legislature's Labor & Public Employees Committee
Subject: SB 913 – Mandatory Paid Time Off

Dear Members of the Committee:

As a small business owner, I am writing to urge you to reject SB 913 Mandatory Paid Time Off.

Every day is a struggle to keep up with the economic challenges facing my company. I do offer a competitive and fair paid sick leave to my employees, one that satisfies their needs and my budget. By forcing small companies to comply with a standardized policy you are taking control away from owners and forcing many to lay off employees, and worse case scenario, close companies.

Connecticut is already losing companies by making it hard to run a business here. Don't add to the problems by making SB 913 mandatory.

Sincerely,

Edward Abrams
President

/bg

February 24, 2011

Reference: **SB913** *An Act Mandating Employers Provide Paid Sick Leave to Employees*

Members of the Labor Committee:

I am writing to voice my opposition to SB913 and to ask that you NOT support it. This bill will increase costs for all businesses in Connecticut and force employers to reevaluate their hiring decisions and the other benefits they currently offer. It will also allow less flexibility for employees to negotiate for the benefits they really want.

At a time when Connecticut needs to be doing everything possible to help businesses recover and grow that last thing that should be done is to increase costs and mandated benefits.

Please reject this bill and instead work with businesses in Connecticut to provide a skilled workforce and reasonable labor cost so we can grow our employment and our businesses.

Sincerely,



Alan E. Ortner,

President

HIGHLAND MFG, Inc
5 Glen Rd
Manchester, Ct 06040
860-646-5142
860-646-8420

Date: 02/23/2011

To: Members of the Legislature's Labor and Public Employees Committee

My name is Christian Queen. I own and operate a small manufacturing company located in Manchester. It is a 26 year old company specializing in the tool and die (no pun intended) industry. We currently employ 26 people.

I am writing to oppose SB 913, an act Mandating Employers Provide Paid Sick Leave to Employees. This proposal will substantially increase costs and could cause us to evaluate other benefits we provide to our employees.

If Connecticut is truly "Open for Business" then why are we trying to burden businesses that are here with additional mandates and signal to companies that might consider Connecticut as a location that we have the most unfriendly business climate in the country?

If this committee wants to signal that Connecticut is in fact open for business then you need to stand up to powerful special interests and defeat this bill.

Businesses are already struggling with skyrocketing healthcare, energy and commodity costs while trying to remain competitive in a global economy. The state is struggling with high unemployment and record deficits. This bill will make both situations worse.

I urge you to reject this proposal and work with the business community to control the cost of doing business in Connecticut. Growing our economy is the only solution to many of the problems our state faces.

Respectfully,

Christian Queen
cqueen@highlandmfg.com



PRECISION STEEL CORPORATION

300 Broad Street • Bristol, CT 06010-6659
Tel (860) 589-5511 Fax: (860) 589-7411

February 24, 2011

Members of the Legislature's Labor and Public Employees Committee:

Re: Reject of SB 913: Mandatory Paid Time Off

For the sake of all manufacturing companies that are left in Connecticut please reject this bill.

The employees of our company have negotiated personal days off with pay, 11 paid holidays, bereavement days off with pay, birthday off with pay, paid vacation days etc. This bill will just add to the cost of the company with no production to pay for these additional days off. The small manufactures are struggling and the divisions of the large corporations have left the state. Our company cannot afford additional cost without the risk of more layoff to survive.

Consider the risks of such a bill and reject this bill.

Regards,

Peter Frank
Manager, Human Resources



Rhett Beauchemin, SPHR
Director, Human Resources
860.646.4277 X 48
317 Highland Street
Manchester, CT 06040
February 24, 2011

To Members of the Labor Committee:

I want to voice my strong **opposition to SB913, An Act Mandating Paid Sick Leave**. The proposal mandates that all employers with 50 or more employees provide paid sick leave to their employees in increments of one hour for every 40 hours worked. In a recessionary environment when retailers are faced with increasing costs of goods, wages, transportation, and energy, this legislation would dramatically add to a retailers cost of doing business. I am opposed to the legislation for the following reasons:

- The bill makes no distinction between full and part-time employees, and requires employers to provide all employees with paid sick leave regardless of their status.
- Store owners would incur great expense in increased payroll and benefit costs for part-time employees. The supermarket industry relies heavily on part-time employees, many of whom are in their teenage years of mentally challenged, and this would be a disincentive to do so.
- Enacting SB913 would force CT businesses to rethink the benefits they are currently offering full and part-time employees, because they will not be able to afford to offer all. This is only detrimental to the employee. We work very hard to provide a fair, flexible working environment that not only benefits our employees, but also our businesses.
- Currently CT supermarkets provide sick benefits for employees as well as other fringe benefits such as tuition reimbursement, vacation time, but not at this unreasonable level. At this rate, an employee could accrue more than a week in sick time, in addition to personal and vacation days.
- This would not only be very costly but would be extremely difficult to accommodate in terms of scheduling associates and managers.
- Accrual of time and therefore pay poses a financial liability the company must carry over from year to year.
- The bill could force employers to compensate for their increased labor costs by cutting their workforce or raising prices to consumers.
- Mandating a minimum amount of paid sick leave negatively impacts collective bargaining raising the floor for labor union negotiations.
- Due to the fact that this bill also impacts university employees, their costs will also be passed on to local businesses in the form of property tax increases.
- **I urge you to vote NO on SB913.**

Sincerely,

A handwritten signature in black ink that reads "Rhett Beauchemin". The signature is written in a cursive, flowing style.

Rhett Beauchemin, SPHR

My name is David Lewis. I am a small business owner in Stamford, CT with 25 employees in the state. I also have the unique distinction of supporting over 250 small businesses in CT as their Human Resources department, including but not limited to serving as their advisor and guide on Policy and Procedure development. I am writing today to voice my opposition for Senate Bill #913. I do so on behalf of my firm and over 200 in the state.

In short to introduce such a bill at a time when the economic climate in the state is so dire is both misguided, a strong demonstration of warped priorities, and a kick in the gut at a time when so many small businesses are hurting already. With 2011 came an average increase in excess of 20% for medical premiums, this during a time when the economy is at historic lows. CT ranked at the bottom in terms of its support of Small Business. To pass such a bill would solidify the state's spot at the bottom of the list, a distinction we can ill afford. Your bill is going to eliminate jobs and hurt employers, perhaps with some benefit to those that remain employed; certainly a result not worth the trouble.

I would welcome the chance to speak with members of the committee hearing this bill to provide a very unique perspective. I hope you will take me up on this sincere offer. In the interim I hope you will seriously consider voting NO for this poorly timed and positioned piece of legislation.

Sincerely,

/

David Lewis

President

OperationsInc - Human Resources Outsourcing and Consulting

Learn more about us at www.OperationsInc.com

Check out our New Training and Development Services

President - The CEO Roundtable

(203) 322-0538 | Facsimile (203) 413-6245

992 High Ridge Road | 2nd Floor | Stamford, CT 06905

ALMOST HOME ADULT DAYCARE, LLC
52 Federal Road
Danbury, CT 06810
203-743-6456

February 23, 2011

TO: Members of the Labor Committee:

My name is Jim Maurer, Center Director/Owner at Almost Home Adult Daycare, located in Danbury CT.

I am writing in opposition to HB 913 which would require employers to provide sick pay. This proposal will increase our business expenses and will require me to make up the expense from another benefits area.

Called in "sickness" at the workplace often is not for genuine illness. I do not presume to decide when an employee needs time off and will work with them to meet their personal and illness needs. But to assign a set number of hours for sick pay absolutely guarantees the days will be taken! I will also have to replace the absence, often unplanned, an additional expense and inconvenience for other employees. That's ridiculous. My human service business demands I remain in CT or close. Please do not add to my expenses. I can manage my own business. I do not need CT to decide where I will spend my revenue. I know employees need to be treated fairly and I do so.

Please do not pass this proposal. Better yet work with the business community to control labor and workplace costs in CT.

Thank you,

James K. Maurer
Center Director/Owner

ISO 9001 CERTIFIED

30 Air Line Drive
Durham, CT 06422

**HOBSON
MOTZER
INCORPORATED**

TS 16949 CERTIFIED

Fax: (860) 349-3602
Telephone: (860) 349-1756
www.hobsonmotzer.com

Date: 02/23/2011

To: Members of the Labor Committee

My name is Bruce Dworak. I own and operate a small manufacturing company located in Durham, CT. Hobson & Motzer is a 99 year old company specializing in precision tooling and complex custom metal stampings. We currently employ approximately 200 people.

I am writing to oppose SB 913, An act Mandating Employers Provide Paid Sick Leave to Employees. This proposal will substantially increase costs and could cause us to evaluate other benefits we provide to our employees.

If Connecticut is truly "Open for Business" then why are we trying to burden businesses that are here with additional mandates and signal to companies that might consider Connecticut as a location that we have the most unfriendly business climate in the country?

If this committee wants to signal that Connecticut is in fact open for business then you need to stand up to powerful special interests and defeat this bill.

Businesses are already struggling with skyrocketing healthcare, energy and commodity costs while trying to remain competitive in a global economy. The state is struggling with high unemployment and record deficits. This bill will make both situations worse.

I urge you to reject this proposal and work with the business community to control the cost of doing business in Connecticut. Growing our economy is the only solution to many of the problems our state faces.

Respectfully,



Bruce Dworak
Hobson & Motzer, Inc.

February 23, 2011

To Members of the Labor Committee:

From: Teresa I Odell

I work for Bicron Electronics in Canaan, CT as a Customer Service Representative.

I am writing to voice my opinion in regards to SB-913 which would require Connecticut employers to provide paid sick leave.

This proposal would be putting added burden on already strapped companies. I ask that you re-evaluate this proposal; the state of Connecticut cannot afford to lose anymore industry.

Please understand we all need our jobs and I for one would prefer to keep mine, we cannot keep adding labor and workplace cost at the cost of jobs themselves.

Again, I ask that you that you review and reject this proposal. **Connecticut needs Jobs!**

Regards,
Teresa Odell

Teresa I Odell
Customer Service Representative
Bicron Electronics Company
50 Barlow Street
Canaan, CT 06018
Phone (860) 824-5125 Ext 1307
Fax (860) 824-1137
Email todell@bicronusa.com

Raymon Tool

"Design and build tooling"

79 Rossotto Drive
Hamden, Connecticut 06514
(203) 248-2199

Fax (203) 248-7105

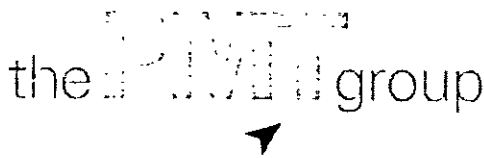
E-mail raymontl@sbcglobal.net

Labor Committee,

The bill before you to mandate paid sick-time must be rejected. As a small business owner for 15 years in Connecticut , I believe this bill would put us at a huge disadvantage in competing . It is beyond comprehension that our legislature is continuously attacking business with unnecessary mandates. CT has lost many businesses in the last 20 years. Remington Products, Winchester, TI Automotive, Pratt & Whitney North Haven and now Chehire, Peter Paul, Echlin, Torrington Company etc. All of whom were my customers. Who has replaced these companies? They have all moved to another state or offshore because the cost in CT is too high. If any of our legislators had ever run a business they would know this. Unfortunately it seems we have career politicians who want to advance ideology rather than common sense policies. Please do not pass this bill as it will only speed up the decline in manufacturing and loss of jobs in CT.

SB 913, An Act Mandating Employers Provide Paid Sick Leave to Employees.

Thankyou. Owner, Paul DeRenzo



800 Union Avenue
Bridgeport, CT 06607
(203) 366-3224

February 23, 2011

To Members of the Connecticut Labor Committee:

I am writing to voice my opposition to HB-913, which would require Connecticut employers to provide paid sick leave. While we understand the rationale behind this Bill, we are strongly opposed to another mandated cost as a manufacturing based employer. As a manufacturer, we already provide excellent benefits to our employees in Connecticut - we provide 3 paid sick/personal days, 11 paid holidays, 5 weeks of vacation, profit sharing and a 401K plan. We suggest that you address those employers who are taking advantage of their employees and not paying benefits, and not penalize companies that are paying good benefits.

Our business was founded in Connecticut in 1924. Today we have more employees in New York and almost as many in New Hampshire than we have in Connecticut - it may be surprising to you to know that Connecticut is our highest cost state, even higher than New York! While we have never thought about leaving Connecticut, I will tell you that our future growth will be outside of Connecticut if the State continues to along its current path.

I would much prefer to see Connecticut invest in employee training and business development instead of passing legislation that will raise our costs of doing business in the State. We want to see Connecticut grow and prosper through good jobs for all State residents, please don't drive jobs out of the State by passing the Sick Leave Bill.

Sincerely,

Newman M. Marsilius
President