

Please vote NO on SB-217:

DO NOT MANDATE PAID SICK LEAVE

A proposal in Judiciary Committee (SB- 217) will require all Connecticut employers of 25 or more hourly and non-exempt employees to **provide** one hour of paid sick leave for every 40 hours worked. This cost-increasing bill is **very** harmful to Connecticut employers, especially at a time when the U.S. and state economies are struggling.

Please note that SB-217:

- Applies to part-time and seasonal employees, as well as non-exempt full-time employees
- Will allow employees to carry over **accrued** time indefinitely.

We believe this “one-size-fits-all” measure could have a very negative impact on many Connecticut employers.

Here's why:

Most Connecticut businesses already offer these benefits. The vast majority of employers in Connecticut (69%) already offer paid sick leave to their employees and 79% say the employee's length of service doesn't affect the number of sick days given. (*CBIA Membership Survey, 2007*)

One-size-fits-all policies don't work. For companies that rely on part-time employees (including seasonal and tourism-based industries) mandatory paid time off is unworkable and will weaken their operations and productivity. Employers need the flexibility to manage their own workplaces.

Carryover is costly and disruptive. SB-217 allows carryover of accrued hours from year to year, indefinitely. This will be **very** costly and disruptive to workplaces and productivity.

It will encourage abuse of the system. SB-217 leaves employers vulnerable to employees' routine use of sick days **before** and after a weekend or on holidays -- because employers can't request leave **documentation** until after *three consecutive days* of absence. And sick leave based **on** hours worked will enable employees who work a significant amount of OT to **earn** much more sick time.

We urge you to please reject SB-217.

For all of these reasons, please reject **SB-217** as costly and disruptive to Connecticut's employers.