



State of Connecticut

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**TESTIMONY IN SUPPORT OF HB 7317
LABOR AND PUBLIC EMPLOYEES COMMITTEE
MARCH 8, 2007**

Representative Ryan, Senator Prague, and members of the Labor and Public Employees Committee, I would like to thank you for raising HB 7317, "AA Allowing The Retention of Paid Vacation Days," and would like to testify in favor of it.

Paid vacation has value to employees who work for companies that offer it. Sadly, some employers choose not to honor the value that their employees place on the vacation that they earn. These employers discourage their employees from using their paid vacation, usually to accommodate a valid business purpose (e.g., scheduling efficiency).

In return for not taking vacation when they wish, these employees want some additional flexibility in the use of or compensation for such paid vacation. Without that flexibility, these employees lose their paid vacation, and suffer lower morale, reduced productivity, and higher turnover – all of which create higher costs for businesses.

This bill requires employers that give employees paid vacation to allow them to "carry over" any unused vacation time for one calendar year beyond the calendar year in which it accrued. It does not, however, require employers to offer paid vacation.

The bill also allows such employees the option, within one year of the start of a new calendar year, to elect either (1) to receive a lump sum payment for any unused vacation days, or (2) to choose a combination of payment for unused time and the ability to use the remainder of the accrued time. Any lump sum that such an employee would receive would be calculated using the employee's base pay at the time each vacation day accrued.

Thank you very much for raising this bill and considering my comments.