

**Testimony of Kia D. Floyd**  
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**Before the Committee on Labor and Public Employees**  
**Hartford, CT**  
**February 20, 2007**

**S.B. 601 AA Mandating Employers to Provide Paid Sick Leave (Opposed)**

Good Afternoon Senator Prague, Representative Ryan and other members of the Committee. My name is Kia Floyd and I am an Assistant Counsel for Labor & Employment matters for the Connecticut Business and Industry Association (CBIA). CBIA represents more than 10,000 companies throughout the state of Connecticut, ranging from large corporations to small businesses. The vast majority of our companies employ fifty (50) or fewer employees, many of whom make up Connecticut's workforce. I am here today to speak on behalf of all of our member companies. CBIA generally supports any labor and employment related legislation that does not increase the costs of doing business in the state or unreasonably increase administrative burdens on employers in dealing with employment and workplace issues. Unfortunately, **S.B. 601** is not one of these measures; thus, we cannot support this legislation.

**S.B. 601** mandates that all employers of fifteen (15) or more employees provide paid sick leave to their employees. In the context of employment law, a fringe benefit is one that employees receive in addition to their regular pay at the discretion of the employer. In polling our membership, we have found that most Connecticut employers do provide their workers with time off due to illness. Sick time is a fringe benefit of employment and not an entitlement, therefore no employer is required to provide it. For those employers who do not provide paid sick time to their employees, this typically occurs in cases where the employee is hired on a temporary, seasonal or other part-time basis. In making no distinction between full-time and part-time employees, **SB 601** would require employers to provide all employees with paid sick leave regardless of their employment status. This means that employers would incur great expense in increased payroll and benefit costs for employees whose compensation may be far less than the cost of the fringe benefits.

Temporary and part-time workers are employed in all industries throughout the state to help businesses curb workforce and personnel costs. In many industries, employers would be unable to operate without employing part-time and temporary employees, because the cost of maintaining a full-time staff with fringe benefits would be too expensive.

Connecticut is already a very costly state in which to do business and our state economy has lagged behind the national average in economic development. Thus, businesses here cannot afford additional burdens and cost increases. Supporting a better

business climate by reducing the high costs of doing business in the state is needed to reinvigorate our economy and help to make Connecticut a leader in job creation and retention. This can only be done if the costs of employing a workforce remain reasonable and affordable. Based on the foregoing, CBIA respectfully urges the Committee to reject S.B. 601.

Thank you for the opportunity to comment today.