



Testimony before the Labor & Public Employees Committee
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HB 6187, AA Mandating Employers Provide Paid Sick Leave to Employees

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Connecticut Association of Nonprofits (CT Nonprofits) represents 530 nonprofit organizations in Connecticut, 300 of which receive state funding to provide health and human services on its behalf.

Unfortunately, CT Nonprofits cannot support Section 2 of HB 6187. I say unfortunately because we agree with the intent of the bill – people should not have to go to work sick. However, this bill is written to extend paid sick leave to all employees, including part-time employees. This bill would require employers to provide paid sick leave to employees at a rate of 1 hour of paid sick leave for every 40 hours worked. The record keeping and additional personnel costs associated with this bill will be a great burden to nonprofits, many of whom employ part-time staff who may only work a couple of hours a week and would now become eligible for paid sick leave.

Nonprofits simply cannot take on any additional burdens like the increased administrative and personnel costs associated with this bill. The average cost-of-living adjustment for nonprofit providers stands at 1.1% over the past 20 years. As our state faces an unprecedented financial crisis it is clear that no increased funding will be provided to nonprofits over at least the next two years. Most nonprofits provide paid sick leave to full-time employees and many provide it to part-time employees who work more than 20 hours per week. Extending that to all part-time employees, including those who may only work a couple of hours a week will be unmanageable and cost prohibitive. Each year nonprofits must stretch every dollar a little bit further, but no dollar is going to stretch so far that it will allow a nonprofit to provide paid sick leave to all part-time employees. Eventually, as administrative burdens like this one begin to mount, nonprofits will merely have to redirect dollars from the provision of services to human resources.

Again, we commend the intent of this bill, but ask that you please consider the potential impact on nonprofit providers.

Thank you for the opportunity to submit testimony. Please do not hesitate to contact me with any questions.

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