



Management of Light®

To: Legislators Labor Committee – State of Connecticut
From: Stephen McGuff – Director, Global Manufacturing
RE: House Bill 6187

Dear Legislators:

I am writing to you to highlight my concerns over the proposed bill 6187 – Paid Sick Leave Mandate. As an employer in this State, I am not in support of this bill as it will reduce the overall benefits to employees as a result of added costs to companies. It is always dangerous to deal with these programs in isolation of all the other benefits or benefit packages. In a time when we are having mass exodus of businesses out of the State of Connecticut – driven by the cost of doing business here, this bill is not in sync with the realities of doing business. One size does not fit all!

As an example, at Reflexite, we currently have a sick leave policy that allows up to five days per year with incentives for time not used. Taking this approach has allowed us to operate more efficiently and with less overtime needs based on employees taking paid sick time. Having a one size fits all approach to paid sick time will require us to eliminate the incentives or reduce benefits in other areas; thus reducing the potential annual benefit to employees on an annual basis.

Please strike this bill (#6187) and help businesses in this state find ways to achieve financial strength and growth which will yield overall higher wages, benefits and jobs.

Sincerely Yours,

A handwritten signature in black ink, appearing to read "Stephen J. McGuff".

Stephen J McGuff
Director – Global Manufacturing
Reflexite Corporation