



## STATEMENT OF AT&T CONNECTICUT

### Regarding Raised Senate Bill No. 714 An Act Concerning Retaliation For Use Of Paid Sick Leave Before the Committee on Labor and Public Employees February 10, 2009

#### **Proposal:**

Raised Senate Bill No. 714 would prohibit an employer from taking negative action against an employee for using or attempting to use up to two weeks of accumulated paid sick leave provided under the employer's sick leave policy.

#### **Comments:**

AT&T respectfully opposes the bill and urges the committee to reject it.

The bill would penalize employers who offer paid sick leave by taking away the employer's flexibility to manage its workforce and prevent abuse of its policy. For example, if an employee repeatedly calls in sick on Fridays, the employer would be subject to penalties under this bill if the employer warned the employee and indicated they would be subject to disciplinary action, if they failed to come to work again on a Friday and could not provide verification from a doctor or other medical professional of their illness. Likewise, an employer attempting to insure adequate coverage for an important project could be subject to penalties if the employer declined to promote an employee to work on the project who was often out sick.

In today's economy, employers, large and small, are struggling to maintain their economic footing. Now, more than ever, employers need the flexibility to manage their workforce to maximize efficiency.

#### **Conclusion:**

AT&T understands the importance of affording employees the benefits necessary to ensure a good quality of work life and offers its employees a comprehensive benefit package, which includes paid sick leave. However, AT&T opposes legislation such as Raised Senate Bill No. 714, which penalizes employers who maintain paid sick leave programs, by impairing their flexibility and ability to manage their workforce.