

## **CANPFA**

### **Testimony of the Connecticut Association of Not-for-profit Providers For the Aging**

**Submitted to the Labor Committee**

**Opposing**

#### **House Bill 6187, An Act Concerning Mandating Employers to Provide Paid Sick Leave to Employees**

#### **Senate Bill 365, An Act Concerning Captive Audience Meetings**

**February 24, 2009**

*CANPFA members serve thousands of people every day through mission-driven, not-for-profit organizations dedicated to providing the services people need, when they need them, in the place they call home. Our members offer the continuum of aging services: assisted living residences, continuing care retirement communities, residential care homes, nursing homes, home and community based services, and senior housing.*

#### **House Bill 6187, An Act Concerning Mandating Employers to Provide Paid Sick Leave to Employees**

The Connecticut Association of Not-for-profit Providers For the Aging (CANPFA) is very concerned that this proposed requirement to provide a mandatory minimum amount of paid sick leave would have a damaging effect on the financial viability of many providers of aging services.

While not-for-profit providers do seek to provide competitive benefits to all employees, this new requirement would be very costly at a time when Medicaid reimbursements are frozen and providers are struggling to avoid workforce reductions. Of particular concern would be the need to provide paid sick leave for part time and temporary employees. We fear that this extensive mandate would bring added expense to already vulnerable providers and could force many to reduce other employee benefits or even to reduce their workforce in order to pay for the added cost.

We urge the committee not to pass this extensive and unprecedented mandate, particularly in these extremely trying economic times.

#### **Senate Bill 365, An Act Concerning Captive Audience Meetings**

CANPFA has serious concerns with this proposal which would prohibit employers from requiring employees to attend employer-sponsored meetings if one of primary purposes of the meeting was to communicate religious matters.

While it is our understanding that state legislation such as this would be preempted by the National Labor Relations Act, we still must raise serious concerns with this bill. As not-for-profit organizations, many CANPFA members are sponsored by faith based organizations. Being providers of long term care and services for older adults, these faith based organizations often require their employees to accompany residents to religious activities and events. These activities are extremely important to the residents and their participation would not be possible if not for the assistance of the employees. We therefore raise the concern that this legislation might threaten a faith based provider organization's ability to require that their employees perform caretaking functions that involve attendance at religious ceremonies, gatherings, or activities.

We thank you for allowing us to submit comments on these bills and look forward to working with you.

Respectfully submitted,

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