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**Senate Bill 63, An Act Mandating Employers Provide Paid Sick  
Leave to Employees  
Labor and Public Employees Committee  
February 25, 2010**

**CCIA Position: Opposed**

The Connecticut Construction Industries Association, Inc. is the most diverse commercial construction industry trade association in Connecticut. Formed over 40 years ago, CCIA is an organization of associations, where all sectors of the commercial construction industry work together to advance and promote their shared interests. CCIA members have a long history of providing quality work for the public benefit.

CCIA is comprised of nine divisions, including the Associated General Contractors of Connecticut, Inc.; The Connecticut Road Builders Association, Inc.; Utility Contractors Association of Connecticut, Inc.; The Connecticut Ready Mixed Concrete Association, Inc.; and Connecticut Asphalt and Aggregate Producers Association. CCIA has more than 350 members statewide, including contractors, subcontractors, suppliers, and professional organizations that service the construction industry.

Senate Bill 63, An Act Mandating Employers Provide Paid Sick Leave to Employees, would require employers with fifty or more employees to provide six paid sick days to their employees for employees to use not only for their own illness but for reasons not directly related to their health or well-being of others in the workplace. CCIA is **opposed** to the bill and we respectfully request that the committee not act on the bill.

While the purpose of the bill may be laudable – to provide paid sick leave to employees who find themselves in challenging circumstances and to encourage sick workers to stay home – the bill would impose significant costs. A mandate on employers, many of whom already voluntarily provide the benefit, may cause employers to decide to cut pay or other benefits to offset the cost of sick leave. Adding to their cost of labor, a sick leave requirement will make it more difficult for companies to create new jobs, to grow, expand and compete in the marketplace, which would be another blow for businesses in this state in the current recession.

As the economy lags and companies continue to lay off workers, a paid sick leave requirement will make it more difficult for companies in Connecticut to compete. Construction companies have been particularly hard hit by the recession. Many small business owners – the vast majority of construction companies – simply cannot afford to have workers out for substantial time on paid sick leave, particularly during the busiest part of the construction season. Many small businesses employ more than 50 employees.



The bill would add significant costs when employers are struggling to survive in the recession and under other costly requirements.

A number of states have considered paid sick leave legislation but the bills have been defeated following similar arguments by businesses and employer groups. Connecticut would be the first state to pass a law mandating paid sick leave. Only two jurisdictions – the cities of Washington, D.C. and San Francisco – currently require paid sick leave.

The bill should, at a minimum, provide an exemption for private sector employers who negotiate work hours as one of the terms of a collective bargaining agreement. Employers and labor union representatives should be allowed to negotiate a full package at the bargaining table as a subject of collective bargaining if they so choose. Many CCIA member companies bargain statewide with representatives of unions for operating engineers, laborers, carpenters, Teamsters, masons and iron workers. Each of these unions provides pension, health and, in some cases, supplemental unemployment, legal services, holiday pay, apprenticeship training, and an annuity. Sick leave is a benefit traditionally subject to collective bargaining. The benefit should not be mandated by the state.

Below is a proposed amendment that we respectfully request that the committee consider. Indeed, two years ago the Labor Committee considered Senate Bill 217, An Mandating Employers Provide Paid Sick Leave to Employees, which had a similar exemption. The exemption in section 2(e) of SB 63 is too weak and insufficient for collective bargaining agreements effective prior to January 1, 2011, and would not apply to collective bargaining agreements effective on and after January 1, 2011.

**Proposed Amendment**

CCIA respectfully recommends that, if the committee approves the bill, it strike lines 70 to 72 of the bill and substitute the following in lieu thereof: “employee under a collective bargaining agreement, or (3) be applicable to any employee of an employer who is covered by a collective bargaining agreement with a private sector employer.”

Please contact Matthew Hallisey, Director of Government Relations and Legislative Counsel for CCIA, at (860) 529-6855, if you have any questions or if you need additional information.