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February 24, 2010

Senator Prague, Representative Ryan and Members of the Labor and Public Employees Committee:

I am opposed to Raised Bill 63 that mandates paid sick leave. This is an onerous bill that will hinder a company's ability to operate here in Connecticut.

Our company, Hubbard-Hall Inc., has been in existence here in Connecticut since 1849. In 1973, we opened a manufacturing plant in Inman, SC in an effort to follow our Connecticut customers that moved south to more business friendly states.

The only way we continue to stay in business is that we provide products and services that people value at a competitive price. The 100 people that work here at Hubbard-Hall do so because they are fairly treated and compensated.

We cannot exist without our dedicated workforce. It is our responsibility as a company to address the issue of sick leave for our employees. The particular manner that we do so is between our associates and us and they choose to work at Hubbard-Hall.

Our business now sells products throughout the United States and internationally. We depend on our ability to be competitive in order to survive. This bill, if passed, would further hurt Hubbard-Hall and more importantly our manufacturing customers, here in Connecticut.

Those companies, like us, have other options as to where to do business. Do not add further to the burden of having a business here in Connecticut by passing a bill that no other state has.

THE FACTS:

- This bill will prevent you from imposing attendance and other personnel policies that conflict with the state mandate.
- This Legislation will make your business less competitive with those in other states and regions that don't have such mandates.
- One-size-fits-all policies limit employers' ability to curb chronic misuse and abuse of paid sick leave. Of Americans asked if they would use paid sick time for reasons other than illness, 67% said yes according to Parade Magazine.
- According to a CNBC study done in 2008, Connecticut was ranked the third highest state in the country for cost of doing business.
- A study in 2007 by CFED ranked Connecticut 45th in the country in regards to long-term employment growth and 39th in short term employment growth.
- The Small Business and Entrepreneurship index ranked Connecticut 38th worst state.

Thank you - Jeff Rouleau, Waterbury Regional Chamber, Economic Development Officer.

Sincerely,

*Andrew K. Skipp*

Andrew K. Skipp  
President//CEO