



New Way TOBACCO COMPANY

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January 28th, 2011

Dear members of the Legislature's Labor and Public Employee Committee,

Re: Reject HB5460 an act concerning Captive Audience Meetings.

Our family businesses involve manufacturing, Environmental Testing, real estate leasing, and family entertainment.

We pride ourselves in operating a company which appreciates its employees and as a result experiences most employees staying with us until retirement. Through out society there are laws which prevent undesirable things from occurring; however, instead of enforcing those laws, we tend to add more. The end result is so much legislation that we need lawyers to muddle thru!

I do not need another law to tell me what I can and cannot talk about with my employees.

If the employee is on my time clock I want to be free to speak about the weather, politics, or any topic that I feel has a direct or indirect effect on my company, family, or me personally.

Each employee is free to weigh the rewards of working under our corporate philosophy.

If you look at the history of our 200 employees, the longest currently employed is for 64 years, the next is 54years, and a whole lot in the 30 year category and the balance are new up to 30 years.

Our system works- please don't break it!

Sincerely,
Charles B. Shepard
200 Sullivan Avenue
So Windsor, CT 06074