



24 February 2011

To: Members of the Legislature's Labor and Public Employees Committee

Subject: Reject SB 913: Mandatory Paid Time Off

Hi, my name's Ashley Cipollone and I am the Human Resource Administrator for The LaurelRock Company, a medium sized landscape design, build and maintenance firm in Fairfield County. Passing SB 913 will be detrimental to The LaurelRock Company, and more importantly to all Connecticut jobs and business.

Our business will be harmed because it will be operating at a competitive disadvantage as compared to smaller businesses (since they will not be affected by this mandate initially).

The passing of this act would also cause employer costs to rise significantly. We would be forced to pay employees for additional unbillable. In a seasonal business, such as ours, we truly value each hour our employees work. If they are being paid for not working we cannot maintain profits. We will be operating at a loss.

This will cause us to eliminate certain positions in the company leaving people jobless; freeze raises for employees even if they are deserve and are entitled to one; eliminate other forms of paid time off (vacation, personal time, vacations); reduce company contribution to insurance and pension plans. In turn, this will cause employees to leave The LaurelRock Company and look for employment elsewhere. I

Most of all, this act seems extremely unnecessary. Many businesses offer paid time off and non-paid leave time, and many employees within companies don't use all of their paid time off as it is. What is the reason for offering more paid time off in the future if it's not all being utilized today?

It is my hope that this act was originated to help employees of Connecticut. I believe by mandating this act you will accomplish exactly the opposite.

Thank you for your time.

A handwritten signature in cursive script that reads "Ashley Cipollone". The signature is written in black ink and is positioned above the printed name and title.

Ashley Cipollone
Human Resource Administrator