

February 24, 2011



Evans Associates
Environmental Consulting, Incorporated

To: Connecticut State Legislature's Labor and Public Employees Committee

RE: SB 913, An Act Mandating Employers to Provide Paid Sick Leave to Their Employees

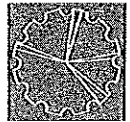
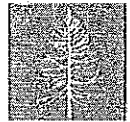
I have operated a small consulting firm in Connecticut since 1988, and am writing to you to voice my opposition to SB 913. As a small business owner with fewer than ten employees, I have prided myself in creating a work environment where my employees are treated with respect and compensated at a very competitive rate. That compensation package includes ten paid holidays and two personal days each year, in addition to paid vacation time of at least one week (up to three weeks for employees who have been with the company for ten years or more). While I do not pay employees for "sick time" per se, I have a policy, which is made clear to them when they apply for employment, of paying them if they become seriously ill or are unable to work for a period of more than a few days. Not surprisingly, this situation has only arisen a handful of times over the 23 years that I have been in business, and I have never gotten any complaints from my employees. No one has to sneak around if they want or need time off, and I never have to wonder whether they are really sick or when they will be back to work.

One of the benefits of being a small business owner is being able to create a work environment that is flexible and responsive to the individual needs of my employees. Mandating paid sick leave for small businesses eliminates some of that flexibility and puts an additional financial burden on the business owner. Given the current economic climate, passing a bill such as SB 913 would move me one step closer to closing the doors and going back to being a private consultant, effectively eliminating five jobs and adding to the unemployment rolls. It seems ill advised to put more of a financial burden on small businesses as we are just beginning to recover, and that is exactly what this bill would do.

Thank you for your consideration of my comments.

Sincerely,
EVANS ASSOCIATES ENVIRONMENTAL CONSULTING, INC.

Beth Evans
President



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