



PLUMBING & HEATING, INC.

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February 24, 2011

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

Subject: Reject SB 913: Mandatory Paid Time Off Dear Eric,

I am writing this letter to urge you **to reject SB913: Mandatory Paid Time Off.**

Requiring any business to pay employees 1 hour of sick time for every 40 hours worked is outrageous. Even for an employee who didn't work any overtime that would mean 50-52 hours of sick time in one year. If it's required and paid for by the employer that means employees will call in sick so they don't lose the "sick pay" they think they deserve. Very few people are sick for 6-7 days in any given year. So, in essence the employer will be required to pay each employee for 6 additional days of time off in addition to mandatory holidays and any vacation already paid to the employee. I can already tell you that employers will immediately change vacation policy to read vacation/sick time which will include the mandatory sick pay and decrease vacation time. That would be the only fair thing for the employer.

We have a small business of only 3 employees and our benefit package includes one week of paid vacation time after one year worked and an additional week for every five years worked. So an employee who has worked for us for 6 years gets 2 weeks paid vacation. We give vacation pay at the beginning of each year in a lump sum, and then during the year the employee can take time off for sickness or vacation with no pay. That way if they decide to take minimal time off, they make more money. If they need more time off after the earned vacation/sick time, they are not paid for it. It's in their control and we, the employer, do not have to track each day off or deal with employees calling in sick so they don't "lose" their paid sick days.

Requiring any more of businesses is only going to make it harder to compete and maintain quality service. Come December, employees will be calling in sick left and right which will only add to a difficult time of year for employers.

Please reconsider what you are asking employers to do. I believe it would prove detrimental to conducting business successfully in the State of Connecticut.

Sincerely,

Deborah W. Ceil