

913

CURT N. RAYVIS

12 CLEARVIEW DR., BROOKFIELD, CT. 06804

203-930-8446 curtnevan@gmail.com

Committee on Labor and Public Employees in support of Senate Bill 913 for Paid Sick Days.

During my thirty plus year work experience before retirement, I spent approximately twenty of those years as both a hiring manager and business owner. My philosophy on business policies is forged by my years of experience at all levels within a company, from clerk to salesman to vice-president of operations and owner/partner.

I believe that a reasonable number of paid "sick days" per year is essential to a well run enterprise, whether a public or private one. My reasoning is as follows:

An extremely important part of any successful business is the ability to retain good employees. One factor in that retention is salary, the rest involves which benefits, if any, are offered, and finally the company's policies regarding things like holidays, coverage for life partners, care for sick children or parents, and yes, sick days.

A happy employee tends to be a healthier employee. I have consistently found, both as a manager and as the actual employer, that for the most part I could trust my employee's judgement about whether she or he was unwell enough to stay home. Having someone working while sick endangers the other workers, and too often exacerbates the illness and prognosis of the employee who should have stayed home.

The main reason a worker will come in to work when sick is the fear of losing income if absent. This unfortunate situation then causes decisions that often have a ripple effect of misery for the employee, his family, his co-workers, and the morale and greater productivity of the company.

Finally, I would also suggest from experience that some will try to take advantage of things like sick days for personal use. In some companies, that is not an issue. Those days have already been "written off" with personal days and holidays. But that is a decision that private business is free to make.

I am comfortable with government, as the employer who is spending our tax dollars, to require reasonable documentation of any chronic condition or prolonged medical absences by a state employee. But that employee should never feel that he or she must come to work if truly sick.

Good government means not wasting precious tax dollars, but this is an issue of both morale, compassion, and a long view that Ben Franklin characterized as being "Penny wise, but pound foolish". A reasonable number of paid sick days should never be an issue in one's employment agreements.

Sincerely, Curt N. Rayvis,

Former co-owner of Rayviserv, Inc. and V.P. of Operations for Task Management, Inc., both in CT.