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March 1, 2011

My name is Jennifer Piallat and I am the owner of Zazie, a French bistro in San Francisco. Having lived with and flourished under San Francisco's paid sick leave ordinance for four years, I am a strong proponent of paid sick days standards. That's why I support S.B. 913, which would allow employees in Connecticut to accrue and use paid sick leave.

Paid sick days are one of the many ways I support the health and well being of my employees. I also offer health insurance for every employee who has worked for me for over three months, a 401K with a 4% match, and paid family leave.

Before San Francisco passed a paid sick days law, I did not offer paid sick days to my employees because I was concerned about employee abuse. When I initially calculated the potential cost, it was under the assumption that every employee would take all of the days they had earned. When I began offering paid sick days in compliance with the law, I was pleasantly surprised. My employees have used paid sick days responsibly and have not taken advantage of them; they have used the time only when they have an actual medical need, which is much less than the total amount of time that they accrue.

Zazie is actually more profitable because of the investment I make in my employees. When all is said and done, I end up saving in labor costs due to the lack of turnover and training costs and my workers are more productive. Because of our exceptional benefits program, the average tenure of my staff is over five years, which is remarkable in this largely transitory business. My staff is skilled and efficient, thereby reducing the number of staff members I need to work each shift, which reduces payroll expense. My workforce is healthier overall because workers no longer work while sick and infect other workers, which was a drain on my business and even forced us to close on occasion. With the paid sick leave ordinance in place, workers feel more comfortable staying home when sick.

As a business owner who had trepidation about offering paid sick days at first, I can tell you that my concerns did not come to pass. Paid sick days have helped my workforce be healthy and productive and have helped my bottom line. A paid sick days law is an important way that government policy can support the health and well being of both workers and businesses.

Thank you,



Jennifer Piallat, owner, Zazie Restaurant

www.zaziesf.com