



Capewell Components Company, LLC
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February 25, 2011

To The Labor Committee:

I am the Director of Human Resources for Capewell Components Co., LLC, a manufacturing company with operations in Cromwell and South Windsor. I am writing to you today to express our opposition of Bill SB-913, which would require our business (and other CT businesses with employees over 50) to give our hourly and non-exempt employees a minimum of 1 hour of paid time off for every 40 hours that an employee works, with provisions for carry over and/or payout at year's end. We currently grant our employees with at least a year's tenure, 40 hours of Personal time to "use or lose" at the end of the year (earned at a rate of 8 hours in the first 3 months, and 8 hours every 2 months thereafter until 40 hours is earned – upon hire). This time may be used for illness for themselves or family members, or other emergencies that may occur (like a flooded basement, etc.).

For our company (or any company) to be required to carry this over from year to year, would add cost for accounting and add liabilities to the bottom line of the business, or add costs for monetary payout. In this economic climate, that is very costly. We are trying to keep all of our employees on the payroll, with health insurance, and still be able to compete in the global market. Adding any additional costs at this time would be deadly to our current ability to remain in business, and to employ our current workforce, in total.

Other businesses would be put in the same position if they had some personal/sick time already allotted, and/or would add too much cost to their bottom line and prevent them from being able to be successful in the State of CT. Many CT small businesses employ seasonal and/or per diem workers, and this would jeopardize their ability to satisfy their customers and comply with CT law. Their only option would be to move the business out of CT or close. Please realize that we do not want to penalize any employees, we value our people highly, but a one size fits all approach, and additional mandates will only result in lowering the number of businesses in CT and therefore reduce jobs. How does that help the average worker?

We applaud you for trying to help the average working person, but please realize the ultimate result of your actions (with this bill) will only succeed in reducing jobs and consequently, the CT tax base. That is something no one in the State can afford to have happen.

Sincerely,

A handwritten signature in cursive script that reads "Lois A. Krause".

Lois A. Krause
Director of Human Resources