

NEW CASTLE HOTELS
& RESORTS

Two Corporate Drive
Suite 154
Shelton, Ct 06484

Via Internet Transmittal

February 24, 2011

To Members of the Labor Committee:

My name is Marian Barbieri and I am the Vice President of Human Resources for New Castle Hotels & Resorts with headquarters in Shelton and hotels in both Shelton and Norwalk, CT, for a total of 4 business locations in Connecticut.

I am writing to voice my opposition to SB-913, An Act Mandating Employers Provide Paid Sick Leave to Employees. This proposal will substantially increase our business costs and could force us to reevaluate the other benefits we provide our employees.

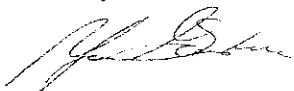
We are an industry that has many part time employees -- students, working parents, seniors looking for a few hours of work, people with other jobs, etc. etc. Part-time employees allow us to give our full time employees valuable time off for rest, family time, etc. and help us fill those holes that a 24/7 business finds itself having from time to time.

As these employees do not work a lot of hours, they are expected and needed to come to work when scheduled -- having them call off "sick" is not really an option we can afford. For example a smaller hotel typically has one full-time employee working 5 nights a week as a night auditor and a part timer working the other 2 nights. The part-time employee must be held accountable to coming to work so that the full-time employee receives some much needed rest, family time, etc. (and the employer avoids overtime which is an expense it cannot afford). If that employees calls off sick, they are not providing the services required and they are putting their employment relationship at risk; not having the option to term a relationship which costs the employer money and hinders employee morale would be very problematic for us and many other businesses.

We give our full-time staff all the pay and benefits we can afford -- we are a good employer. Our employees have a first class medical and dental plan which we pay the vast majority of, life insurance, 401K plan and match, paid time off both vacation and sick needs, etc. but not our part time employees. Many of our part time employees have other jobs and they enjoy these types of benefits there, but not with us -- we could not afford to give them these benefits as we are such a lean margin business. Mandatory sick benefits is a bad idea for my and many other businesses -- we have challenges meeting our obligations as it is and mandatory sick would just force us to find other economies to minimize costs -- thus negatively impacting our full time staff who give us 30 -- 40 hours a week, for the benefit of those who work less often.

We urge you to reject this proposal and work with the business community labor and workplace costs in Connecticut. Thank you.

Sincerely,



Marian R. Barbieri