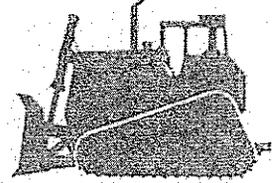


GENERAL SITE DEVELOPMENT  
EXCAVATION • ROAD & UTILITY CONSTRUCTION



2-24-11

To: Labor Committee Members:

Re: SB 913, An Act Mandating Employers Provide Paid Sick Leave to Employees

WE ARE A SEASONAL FAMILY OWNED CONSTRUCTION BUSINESS AND HAVE OPERATED OUT OF SIMSBURY SINCE 1972.

MANY OF OUR 90+ FULL TIME EMPLOYEES WORK FROM MARCH 15TH THROUGH DECEMBER EACH YEAR. WE OFFER VACATION TIME AS A STANDARD BENEFIT TO OUR EMPLOYEES. IF HOURLY EMPLOYEES MUST TAKE TIME OFF, PERSONAL DAY OR SICK DAY, THEN THEY CAN (AT THEIR CHOICE) TAKE THE TIME WITHOUT PAY OR TAKE A VACATION DAY. MOST EMPLOYEES DO THIS AS MANY TAKE THEIR VACATIONS WHILE THEY ARE LAID OFF. IN ADDITION IF IT'S A PERSONAL DAY MOST GIVE US NOTICE SO WE CAN PLAN WORK ACCORDINGLY.

TO ADD PERSONAL DAYS IN OUR BUSINESS IS A COST WE SIMPLY CAN NOT AFFORD. A LOST DAY COSTS NOT ONLY WAGES BUT IF AN EMPLOYEE CALLS IN 'SICK' AT THE LAST MINUTE A CREW AND / OR PIECE OF HEAVY EQUIPMENT SITS IDLE FOR A DAY BECAUSE WE COULD NOT FIND A REPLACEMENT OPERATOR FOR THAT SPECILIZED PIECE AT THE LAST MINUTE. THAT COULD EASILY COST THOUSANDS OF DOLLARS IN LOST REVENUE IN A SINGLE DAY, NOT TO MENTION THOSE ON THE CREW THAT MAY BE SENT HOME BECAUSE THE BACKHOE OPERATOR DECIDED TO CALL IN 'SICK'.

WE FEEL THAT IF THIS BILL IS PASSED IT WILL DEFINATELY BE ABUSED AND SOME EMPLOYEES WILL TAKE THEIR PROPORTIONED SHARE OF MONDAYS AND FRIDAYS ESPECIALLY DURING THE SUMMER MONTHS WHICH IS OUR PRIMARY PRODUCTION PERIOD. IT WOULD BE DIFFICULT TO EVEN ASK THE EMPLOYEE TO VERIFY THE REASON FOR THE LOST DAY! NO REQUIREMENT FOR EMPLOYEE ACCOUNTABILITY INVITES ABUSE.

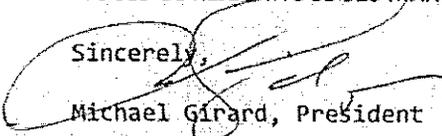
THE POTENTIAL FOR ABUSE OF THIS PROPOSED 'EMPLOYEE BENEFIT' IS REAL AND WILL COST OUR BUSINESS AS WELL AS OTHERS SERIOUS REVENUE. IT WILL RESULT IS THE LOSS OF CONTRACT BIDS DUE TO ADDED OVERHEAD COSTS THAT MAY NOT BE APPLICABLE FOR SMALLER COMPANIES, FIRMS FROM OUT OF STATE OR THOSE EMPLOYERS WHO SIMPLY DO NOT PLAY BY THE RULES.

THE STATE AND FEDERAL GOVERNMENT ALREADY MANDATE BENEFIT PACKAGES FOR ALL STATE AND MUNICIPAL CONSTRUCTION CONTRACTS THROUGH DAVIS-BACON. ADDING MANDATED SICK DAYS JUST MAKES CONNECTICUT MORE COSTLY AND DIFFICULT TO DO BUSINESS.

THIS COULD BE JUST ANOTHER NAIL IN THE COFFIN FOR CONNECTICUT BUSINESS, NOT ONLY OURS BUT ANY BUSINESS WHO OPERATES HERE OR IS CONSIDERING MOVING TO CONNECTICUT.

PLEASE ALLOW CONNECTICUT BUSINESSES TO CONTINUE TO DO BUSINESS HERE IN CONNECTICUT... A GOOD START WOULD BE REJECTING SB 913 MANDATING PAID SICK LEAVE!

Sincerely,

  
Michael Girard, President

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