



Rhett Beauchemin, SPHR  
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February 24, 2011

To Members of the Labor Committee:

I want to voice my strong **opposition to SB913, An Act Mandating Paid Sick Leave**. The proposal mandates that all employers with 50 or more employees provide paid sick leave to their employees in increments of one hour for every 40 hours worked. In a recessionary environment when retailers are faced with increasing costs of goods, wages, transportation, and energy, this legislation would dramatically add to a retailers cost of doing business. I am opposed to the legislation for the following reasons:

- The bill makes no distinction between full and part-time employees, and requires employers to provide all employees with paid sick leave regardless of their status.
- Store owners would incur great expense in increased payroll and benefit costs for part-time employees. The supermarket industry relies heavily on part-time employees, many of whom are in their teenage years of mentally challenged, and this would be a disincentive to do so.
- Enacting SB913 would force CT businesses to rethink the benefits they are currently offering full and part-time employees, because they will not be able to afford to offer all. This is only detrimental to the employee. We work very hard to provide a fair, flexible working environment that not only benefits our employees, but also our businesses.
- Currently CT supermarkets provide sick benefits for employees as well as other fringe benefits such as tuition reimbursement, vacation time, but not at this unreasonable level. At this rate, an employee could accrue more than a week in sick time, in addition to personal and vacation days.
- This would not only be very costly but would be extremely difficult to accommodate in terms of scheduling associates and managers.
- Accrual of time and therefore pay poses a financial liability the company must carry over from year to year.
- The bill could force employers to compensate for their increased labor costs by cutting their workforce or raising prices to consumers.
- Mandating a minimum amount of paid sick leave negatively impacts collective bargaining raising the floor for labor union negotiations.
- Due to the fact that this bill also impacts university employees, their costs will also be passed on to local businesses in the form of property tax increases.
- I urge you to vote **NO** on **SB913**.

Sincerely,

A handwritten signature in black ink that reads "Rhett Beauchemin". The signature is written in a cursive, flowing style.

Rhett Beauchemin, SPHR

*Nobody does it better!*