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January 28, 2011

Labor Committee
Connecticut Legislature
Hartford, CT

RE: Opposition to Proposed HB 5460

Committee Members:

Hubbard-Hall employees 62 in Connecticut and we are rigorously opposed to HB 5460 as harmful to the teamwork and spirit we have worked very hard to create and foster in our workplace.

One example of a mandatory meeting we have monthly is a review of our financial results as they relate to our Balanced Scorecard program in which we pay our employees a bonus for every quarter our operating profit exceeds our expenses. Relating our overall performance and the tracking of our progress is key to motivating our employees to strive for the reward.

Other meetings we see as important for the betterment of the lives of our employees include information on 401k investment and retirement strategies, Medical/Dental/Vision Plan offerings and related services available to enhance health and well being, information on our Employee Assistance Program, and other benefit programs. Participation in these and like programs may be elective, but mandatory attendance is the only means we have to insure our employees are making informed decisions.

This bill severely limits our ability to communicate with our employees in a free and open manner and without fear of external pressures inhibiting our ability to present information we believe it is important for our employees to have. This is an example of something that makes us question expanding, or even retaining, our operations in this state.

Sincerely,

Margaret J. Hart
Director Administration