



Hartford CPL Co-Op, Inc.

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February 24, 2011

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

Dear State Labor Committee,

I am concerned you don't understand how these paid sick days will be used. If people were truly sick 6.5 days a year then I might see a justification for such legislation. However sick or not these days will be used, at a cost to my company of \$100K per year.

Let me give you a real life example. The Hartford CPL offers 10 paid vacation days per year to its employees. We have not provided sick days as part of our Paid Time Off (PTO) benefit to this point.

In April of 2009, we expanded holiday pay to cover more holidays and we gave every employee 1 paid personal day. Ideally the personal day was to be used for doctor's visits or an employee's sick day. Within the first 30 days after our PTO policy change, 50% of my workforce (65 employees) used that day. Do you think they all were sick or had doctor's visits? That put a huge strain on our company. These were unscheduled days off and we now had to bring in other employees who would normally be off, to cover for these employees. That led to an increase in our paid O/T, etc.

Unfortunately, I'll have to lay off 4-5 people the day this legislation passes to cover the increased cost. Further, I have had discussions during Chamber of Commerce meetings recently, where other companies plan to follow suit. Not the right time to add more unemployed workers, especially when both the Connecticut and Federal Unemployment funds are already bankrupt.

Sincerely,
David Place
GM/CFO
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