

# New England Stair Company, Inc.

*The region's industry leader since 1975*

February 23, 2011

CT Labor Committee  
c/o Kia, Murrell, CBIA

To Whom It May Concern:

In response to the proposed Act SB 913, we are writing this letter to urge you to please vote NO! As a CT employer of approximately 20 employees, we understand this would not immediately affect us. However, we have in the past employed as many as 50 employees. Also, we understand that this could eventually be pushed down onto an employer of our size and this would adversely affect our operations in numerous ways.

First, the direct payroll costs of this would approximate one employee's annual salary and given the way business is going, that would mean laying off an employee, issuing pay cuts across the board or eliminating paid holidays to make up the cost. As a result our employees will have to work harder, likely resulting in more sick time for our employees as a whole, or everyone would be working for less money, thereby resulting in a further financial struggle to many families in CT.

Second, the missed work would make it nearly impossible to function seamlessly, as we attempt to do in the eyes of our customers. Each and every employee serves an important role in getting our product to our customers. We make commitments and they must be met if we are to stay in business in this environment. As of now, our employees are not paid for sick time. They are paid for pre-scheduled vacation only, as we have found over the last 35 years that they miss more work if they think they're getting paid for it. We occasionally have an employee come to work who should not be here because they are sick and we have to send them home. However, overall our employees have excellent attendance and we believe it is because they know they only get paid for their scheduled time off.

Third, when did it become the government's job to determine the employee benefits at specific companies? Employees have choices regarding what they want to do and where they want to work in this country. Some people are paid for a month a year off work, because of the choices they made in education and career. Others are paid for none, similarly because of the choices they made in education and career. This is what makes our country great. Employers should continue to have the leeway to establish their own employee benefits programs that are appropriate for their business.



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**1-800-822-6620**

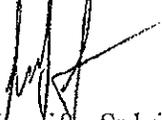
**203-924-0606**

**Fax 203-924-0165**

Finally, the administrative burden of this will be excessive on a company like ours. We would have to establish a new procedure to track employee hours worked and account for this sick time accrued and paid. This is all subject to human error and is burdensome on all companies, but especially on smaller ones.

Please take these comments into consideration when deciding how to move forward with this act.

Thank you,

A handwritten signature in black ink, appearing to be 'Jennifer Sylvia', written over a faint horizontal line.

Jennifer Sylvia  
Controller