

CAPEWELL COMPONENTS COMPANY, LLC
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February 28, 2011

To Members of the Legislature's Labor and Public Employees Committee
Subject: Reject SB 913: Mandatory Paid Time off

My name is Pamela Brault, Benefits and Compliance Manager at Capewell Components Company LLC located at 46 Nooks Hill Road, Cromwell, CT 06416.

I am writing to voice my opposition to SB 913, which would require Connecticut employers to provide paid sick leave. Last year was a difficult year as we had two divisions of our company on CT Shared Work Program. This year's business projections seem to reflect another year of very slow growth, slower than originally budgeted for last year.

Adding paid sick leave to a business economy that is in slow(negative) growth mode has an additional negative impact on our bottom line. These additional expenses will require we re-evaluate our benefits package, which could impact our employees with a loss of benefits and extra out of pocket expenses for them. Last year when this bill came up, we estimated that it would cost our company \$188,000.00 to implement. We currently do not have a strong enough business climate to support this expense without putting our company in financial jeopardy.

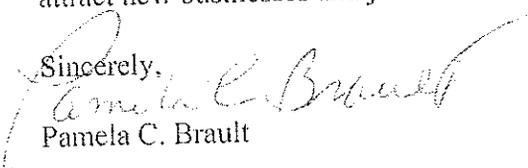
For the first time in our history, our company did not give raises in December. Having weathered declining business over the past 2 years, we had to layoff in some cases, 20% of our work force. Our company had to do this in order to stop the escalation of our losses.

After one year of employment our employees receive eighty hours vacation and forty hours personal time. Prior to that they are accruing time based on a formula. Vacation and personal time are used interchangeably. In addition our hourly workers can earn up to two days extra vacation for perfect attendance to be used in the next year.

To me it is very simple: jobs or paid sick days?

I urge you to reject this proposal and work with the business community to control labor and workplace costs in Connecticut, which does not currently offer a favorable environment for small businesses. Our state needs to cut spending and work hard to attract new businesses and jobs to our beloved state.

Sincerely,


Pamela C. Brault

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