

# SWI Glass & Metal

STANLEY WIESEN INC.

February 24, 2011

State of Connecticut - Members of the House

RE: I urge the Labor Committee to reject SB 913, Mandating Employers To  
Provide Paid Sick Leave to Employees

Please vote against the costly paid sick leave mandate when most can barely keep their doors open. In the company I own we implemented a policy twenty years ago that has incentives for employees to earn days on top of their vacation days. These days are earned as follows: For every fifty days they complete they earn a day off. In order for a day to count they have to arrive to work on time and work 8 hours. If they are late occasionally due to traffic or some other unforeseen we count these days toward the fifty. Tardiness is not an issue in our company and we seldom have days that we do not count. They can use these for sick time or other personal needs or they can accrue them and tag them onto a weekend or to use as mental health days. We ask that they plan the use of these days in advance to lessen the disruption, but we do not penalize them if they have an immediate need, such as an illness or a family member with an illness. Hopefully you are starting to get the picture that this incentive works well, if the legislature mandates that we automatically give sick days, you hurt the employer and the employee because the responsible employees will still come to work on time and not call in sick because they got up and wanted to have a day off, but the irresponsible employees will abuse their sick days and still come in late and not plan with their employer in advance when they have a doctor's appointment or other need for a day off other than emergencies. We all get sick, we all need to have the ability to stay home when we are sick, but this legislation takes another wack at the employers ability to offer incentives and rewards to people that deserve to be rewarded and encourage employees to act responsibly. Let's not water down the work force anymore than it already has been. This is precisely the type of legislative mandate that keeps companies from coming to Connecticut and encourages those that are here to leave. In these very difficult economic times, we need to be thinking of ways to support and encourage those providing jobs, we don't need any more layoffs caused by mandates. We employ on average 35 - 40 workers, so this mandate will not affect us immediately, but we do manufacture products for other businesses mainly in Connecticut, so every time one of them fails, they take a piece of us with them. Not only would this bill make new businesses less likely to locate, invest or expand here, it would also make Connecticut's existing businesses less able to compete. Last thing Connecticut needs right now is to be less competitive. Please vote no.

Sincerely,



WILLIAM J. JORDAN  
PRESIDENT  
STANLEY WIESEN, INC.

290 Prospect Avenue - Hartford, Ct. 06106

[www.swiglass.com](http://www.swiglass.com)

860-232-0010