

Bianca, Pam

From: Helen <helen@hobbytyme.com>
Sent: Wednesday, March 04, 2015 4:58 PM
To: LABTestimony
Cc: Eric.gjede@cbia.com
Subject: Regarding Bill # HB 6784 and HB 6932

To the Committee:

Regarding: HB 6784 Paid sick leave

My name is Helen Olejarz and I have been happily employed by a small company (25 employees) for approximately 30 years. I receive a decent wage, health insurance, disability insurance, earned personal time, 2 weeks vacation, 4% match on my 401k, profit share and bonuses (if the company shows a profit). I receive all this **not because it's the law**, it's because the **employee's have a good work ethic** and we try to keep business expenses to a minimum. This helps the company's profitability enough to provide these benefits and more. We have a mutual understanding with our employer, a job well done is a job worth paying for (something politicians don't seem to understand).

Employees do not receive sick pay however, we can use personal days or vacation days as needed. There was a time when employees did get sick pay in lieu of personal time and this caused problems for a small company such as ours because we do rely on each other to get the job done. Some of the problems we had with sick days are as follows:

- Employee absentee was higher on sunny bright days.
- Multiple absentees on sunny bright days.
- 99% of sick days where used.
- Monday or Friday were the usual days employees call out sick.

This doesn't seem to be significant but, it is. If you have a 4 salesman team and 2 call out sick - half of our potential sales are lost. If you have 3 office workers and 2 call out sick - billing, customer service calls, cash receipts and accounts payable can not be handled properly and efficiently - customers will get angry with their service a buy their product elsewhere (customer service is key to a successful business). The work flow of every department is essential to the operation of the company.

Our employer realized it is in the best interest of the company and it's employees to changed sick days to personal time earned we could all work together coordinating days off and remarkably only about 1% of the employees call out sick. At the end of the year employee's receive the pay for all unused personal and vacation days (30-40% of the employees receive this pay).

With mandated sick pay the company would be forced to take away personal time and with the added expensive of **7 sick days** will contribute to a loss of company profits and we could we loose our bonuses or profit share. I call out sick maybe once a year if that why would I want to lose my personal time.

I would like to know why the state of Connecticut is hell bent on destroying small business in this state. Small business does not threaten to leave the state if they don't get a tax breaks. Why do all the tax breaks go to big business? To me it's like having all your eggs in one basket if a big company leaves what we have is broken

eggs. The economic damage big business has if it leaves a state always hurts the working middle class the most. Our state legislators should encourage the prosperity of small business because they:

- Employee local residents
- Are leaders in our communities
- Support the community
- Major drivers in economic growth
- They live here with their families that are not planing a hit and run with tax payers money.
- Solid tax base
- Promotes fair competition

In short small business represents American and what it should stand for, a land that encourages entrepreneurs and innovators, a home where hard work and good ideas have a chance to grow without much government intervention. Lets face it if the politicians understood business needs this state would not be the financial mess it is in.

Regarding: HB 6932 Paid family and Medical

This shouldn't even be considered. If employees need medical leave due to illness or injury this should be covered by disability insurance and accidental insurance coverage. Employees and purchase this for about \$4.00 a month. Call Aflac, Boston Mutual, Guardian and other insurance companies for pricing. Extended family members should have a plan of their own that covers the cost of home care of it should they should file for social security disability.

So please stay away from my pay!

Respectfully submitted by

Helen Olejarz
Vernon CT