



Senate Bill 221

An Act Concerning Paid Family and Medical Leave

Testimony of Commissioner Melody A. Currey

Labor & Public Employees Committee

March 8, 2016

The Department of Administrative Services (DAS) offers the following testimony in opposition to Senate Bill 221, An Act Concerning Paid Family and Medical Leave.

Senate Bill 221 seeks to create a new paid family and medical leave system that combines a plan for funding a paid family and medical leave compensation trust fund with mandatory contributions from Connecticut workers with an expansion of job-protected leave benefits. Over the last year, DAS had the opportunity to participate on a working group to study the creation of a paid family and medical leave program. The final report of that study found that the implementation of this proposal would require the Department of Labor to hire more than 100 new employees. Moreover, Senate Bill 221 would significantly impact all employers in Connecticut (including state agencies) by imposing new leave entitlements and by increasing the workload of the human resources professionals responsible for reconciling these new leave benefits with all of the existing leave entitlements.

DAS appreciates the policy concerns that motivate this proposal. However, as written, this bill imposes significant administrative burdens and costs on all employees and employers. **Accordingly, DAS must oppose Senate Bill 221.**

DAS encourages the proponents to continue to explore other ways to serve the bill's laudable public policy goals without creating these burdens.