



**John L. Cattelan**  
**Executive Director, Connecticut Alliance of YMCAs**  
**S.B. 1, An Act Concerning Paid Family and Medical Leave and H.B. 5003,**  
**An Act Implementing a Paid Family Medical Leave Program**  
**Labor and Public Employees Committee**  
**February 14, 2019**

Senator Kushner, Representative Porter and members of the Labor and Public Employees Committee, thank you for the opportunity to submit testimony.

My name is John Cattelan and I am here today on behalf of the Connecticut Alliance of YMCAs. The Alliance represents 21 YMCAs across the state of Connecticut. My testimony raises concerns S.B. 1, An Act Concerning Paid Family and Medical Leave and H.B. 5003, An Act Implementing a Paid Family Medical Leave Program.

The Connecticut Alliance of YMCAs is not opposed to the implementation of a paid family medical leave bill but we do have some concerns with the current bill language.

We also ask you to keep in mind, as you move forward with the proposal, the financial burden this could place on our non-profit organization that serves over 550,000 residents of Connecticut and provides over \$11 million in financial aid.

We respectfully request that members of this Committee and the Connecticut General Assembly consider the following changes:

- Consider aligning the weekly payment with the current unemployment payment in Connecticut.
- Discuss a requirement that all employees must take their paid sick time and vacation time before applying for paid family medical leave.
- Consider only allowing paid family leave for an immediate family member.
- Consider an opt out provision for employees that do not want to participate in the program.
- Discuss requiring an employee to work 12 months and work 1,000 hours before they are eligible to participate in the program.
- Please require that all paid family leave must be taken concurrently and that an employee may only use 12 weeks of leave during a two year period.

The Connecticut Alliance of YMCAs is willing to work with members of the Connecticut General Assembly on this legislation. However, as this proposal moves forward, we ask you consider the challenges most non-profit organizations such as ours continue to face in Connecticut.