

# Connecticut Spa & Pool Association

P. O. Box 473, Norwalk, CT 06856  
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## OPPOSE

### ***Senate Bill 01***

#### ***To establish a paid family and medical leave system in Connecticut***

Senator Kushner, Representative Porter, Senator Miner, Representative Polletta and distinguished members of the Labor and Public Employees Committee.

The Connecticut Spa and Pool Association (CONSPA) strongly opposes, SB01's intent to establish an employer paid family and medical leave mandate.

The vast majority of the 200 CONSPA member companies are small independent family businesses. The average employee staff amongst CONSPA membership is merely 1 to 4 workers.

SB01 will force small family businesses to make critical decisions to hiring, staffing and ultimately negate Connecticut's economic growth on the grass roots level.

Furthermore, we work in a seasonal industry. In a mere 7 months we must provide for our families and the families of our employees.

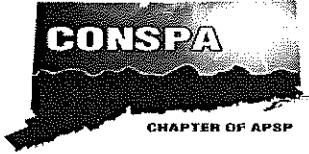
An employee on the proposed family medical leave may be absent for 12 weeks to a year. Twelve weeks is nearly half of our production season and one employee accounts for 100% to 25% of most staffs. This would put "Mom & Pop" employers in dire straights.

CONSPA appreciates the SB01 proposed intent. As "Mom & Pop" business owners, we truly care for our employees and their families and often provide support and help outside of the employment terms.

Senate Bill 01 will further the fiscal burden of Connecticut's small and family owned businesses and increase the challenges of hiring new employees and retaining current staffs.

CONSPA opposes SB01 and respectfully request no further action on SB01.

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### **OPPOSE**

#### **HOUSE BILL: 5003**

#### ***To establish a paid family and medical leave system in Connecticut***

Senator Kushner, Representative Porter, Senator Miner, Representative Polletta and distinguished members of the Labor and Public Employees Committee.

The Connecticut Spa and Pool Association (CONSPA) strongly opposes, HB5003's intent to establish an employer paid family and medical leave mandate.

The vast majority of the 200 CONSPA member companies are small independent family businesses. The average employee staff amongst CONSPA membership is merely 1 to 4 workers.

HB5003 will force small family businesses to make critical decisions to hiring, staffing and ultimately negate Connecticut's economic growth on the grass roots level.

Furthermore, we work in a seasonal industry. In a mere 7 months we must provide for our families and the families of our employees.

An employee on the proposed family medical leave may be absent for 12 weeks to a year. Twelve weeks is nearly half of our production season and one employee accounts for 100% to 25% of most staffs. This would put "Mom & Pop" employers in dire straights.

CONSPA appreciates the HB5003's proposed intent. As "Mom & Pop" business owners, we truly care for our employees and their families and often provide support and help outside of the employment terms.

House Bill 5003 will further the fiscal burden of Connecticut's small and family owned businesses and increase the challenges of hiring new employees and retaining current staffs.

CONSPA opposes HB 5003 and respectfully request no further action on H5003.

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