

Labor and Public Employees Committee

JOINT FAVORABLE REPORT

Bill No.: HB-6668

Title: AN ACT MODERNIZING THE PAID SICK DAYS STATUTES.

Vote Date: 3/21/2023

Vote Action: Joint Favorable

PH Date: 3/9/2023

File No.:

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SPONSORS OF BILL:

Labor and Public Employees Committee
Governor Ned Lamont

REASONS FOR BILL:

This bill would expand the availability of paid sick time to more of Connecticut's workforce in order to support workers when they are sick, and would implement the governor's budget recommendations.

RESPONSE FROM ADMINISTRATION/AGENCY:

Dante Bartolomeo, Commissioner, Connecticut Department of Labor: Supports this bill because it will give families the opportunity to retain income earned while taking time off for medical reasons. Comments that the current law's scope does not apply to companies with less than 50 employees.

NATURE AND SOURCES OF SUPPORT:

No sources of support were provided.

NATURE AND SOURCES OF OPPOSITION:

Rachel Albanese, Controller, Carpin Manufacturing: Opposes this bill because businesses in this state are already struggling enough, and this legislation would only place another burden on these businesses. Comments that Connecticut already has one of the most generous paid leave programs in the nation.

John Carmon, President, Carmon Community Funeral Homes: Opposes this bill because it will create a hurdle for small businesses, especially in the service industry, to provide those services due to low staffing levels.

Joe Ccarelli, Chair, LDAC Legislative Committee: Opposes this bill because they believe that offering sick leave and certain benefits should be a business decision and not mandated by the state. Comments that it will make it difficult for businesses to operate.

Kim Corona, CFO, Mandell JCC: Opposes this bill because it creates a potentially burden for nonprofits and create an impediment for small businesses to operate.

Jim Dandeneau, CEO, Putnam Plastics Corp: Opposes this bill because due to various economic factors, businesses are already facing a difficult climate to operate in.

Barb Ek, Owner & CEO, DURCO: Opposes this bill because businesses are already leaving Connecticut due to burdensome government policies, and this bill just creates another burden that will drive those businesses out of the state.

Michael Fabiani, President, Corru-Seals Inc: Opposes this bill because it places another burden on businesses that are already facing a difficult economic situation.

Mary Fitzgerald, President, Acme Wire Products Co Inc: Opposes this bill because it places a new regulation on businesses, and comments that the law passed in 2012 lead to a 2-5% cost increase without a notable change in employee turnover or illness.

Rex Florian, President, Tiger Enterprises: Opposes this bill because workers out sick are already a significant cost to businesses, particularly small businesses. Says that this bill will only increase those costs and make it more difficult to operate a business in the state.

Brooke Foley, General Counsel, Insurance Association of CT: Opposes this bill because it will create new costs and administrative burdens for businesses who already face high costs to run their company. Comments that the Paid Family Medical Leave program already provides sufficient aid for workers and that shifting this cost to employers will only make the business climate worse.

Betsy Gara, Executive Director, CT Council of Small Towns: Opposes this bill because it does not clearly exempt municipalities from the paid sick leave requirements, which would harm municipalities in a time where they are already dealing with increased energy costs and a reduction in state funding.

Jim Gildea, Chair, Government Affairs Committee, ManufactureCT: Opposes this bill because it would drive up the cost of doing business in Connecticut and would make it harder for businesses in CT to compete with others stated. Comments that this bill would drive business away and prevent existing businesses from expanding.

Eric Gjede, VP of Public Policy, CBIA: Opposes this bill because businesses have already faced an increase in costs due to the lack of flexibility in the current paid sick leave law and did not see the expected positives of the law's implementation, such as lower employee

turnover and less employee illnesses. Comments that Connecticut employees already benefit from one of the most generous paid leave programs in the nation.

Jeff Koehl, Chairman, SPIROL International: Opposes this bill because it will create another burden on businesses as they are already dealing with economic factors such as inflation and supply chain issues.

Scott Livingston, President, HORST Engineering: Opposes this bill because it will create a new cost on businesses that makes it difficult to operate and that the state's current law did not create the potential benefits such as lower employee turnover.

Andy Markowski, Connecticut State Director, NFIB: Opposes this bill because small businesses already provide generous leave for their employees and can arrange time off for either sickness, medical, or family reasons.

Zachary McKeown, CCM: Opposes this bill because it is unclear whether municipalities are included, and if they are, would create confusion on how municipalities collectively bargain. Comments that they request municipalities be exempt from the bill.

Hitul Patel, President & CEO, Connecticut Clean Room Corp: Opposes this bill because it creates another cost for businesses that are already dealing with a difficult economic situation caused by inflation and other factors.

Steve Perez, Vice President, Wingsite Displays: Opposes this bill because it would create a chaotic situation for businesses who have already utilized several programs to continue operating, and that the current law did not fulfill expectations of lower employee turnover.

Jim Perras, CEO, HBRA CT: Opposes this bill because it would hinder the business operations of those in the residential construction industry and worsen the housing affordability crisis in the state. Comments that these additional overhead costs may lead to more companies engaging in illegal under-the-table pay practices.

Frank Ricci, Labor Fellow, Yankee Institute: Opposes this bill because it expands the paid sick leave program to the point where it may hinder the operations of businesses in the state, who already provide a generous amount of paid leave time for their employees.

Wendy Sperry, President, Nutmeg Chrome: Opposes this bill because businesses are already facing several economic factors that make it difficult to operate and these proposed requirements would only add to that.

Wendy Traub, President, Hemlock Directional Boring Inc: Opposes this bill because small businesses were spared in the original law and are now being targeted by this new bill. Comments that the legislature is discouraging entrepreneurship and business creation by pushing this legislation.

Brian Weinstein, President & CEO, Chapco Inc: Opposes this bill because it would get rid of exemptions for manufacturers and nonprofits and expand the paid sick leave requirements to small businesses.

Reported by: Gabriel Marques, Assistant Clerk Date: 3/29/23