

Labor and Public Employees Committee

JOINT FAVORABLE REPORT

Bill No.: SB-1178

Title: AN ACT EXPANDING CONNECTICUT PAID SICK DAYS.

Vote Date: 3/21/2023

Vote Action: Joint Favorable Substitute

PH Date: 3/9/2023

File No.:

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SPONSORS OF BILL:

Labor and Public Employees Committee

REASONS FOR BILL:

The reason for this bill is to expand existing paid sick days law to cover all private sector employees, increase the range of family members employees may use sick days to take care of, increase the rate of accumulation and eligible reasons for taking sick time, and increase the total hours of sick time per year from 40 to 80. This would give Connecticut's paid sick time laws parity with other states, and would allow workers to better take care of themselves and family members when dealing with illness.

The JFS language changes the effective date from July 1st, 2023, to October 1st, 2023.

RESPONSE FROM ADMINISTRATION/AGENCY:

Andrea Reeves, Commissioner, Department of Social Services: Submitted testimony in opposition to this bill, on the grounds that the PCA Workforce Council should not be defined as the employer of any PCA. She stated that the Council serves only as a unit for negotiating and administering collective bargaining, and that the change could potentially put the self-directed programs at risk of losing federal funding, as it may no longer be deemed self-directed by the federal Medicaid waiver reimbursement programs. She stated that as the latest collective bargaining agreement for PCAs includes paid time off, and funding for such a change has not been appropriated, this proposed change is unnecessary.

NATURE AND SOURCES OF SUPPORT:

SEIU 1199 NE: Offered testimony in support of this bill, on the grounds that many nursing home workers have had to work while sick, which endangers both themselves and the

patients they care for. They stated that individuals forced to take unpaid time off for illness can lead to evictions and even homelessness because of missed rent payments, and that paid sick time should be a human right.

Israel Alvarado, PCA, 1199 NE: Submitted testimony in support of this bill, on the grounds that as a PCA, he is not covered under the state's current paid sick time law, and as such cannot safely take time off when sick. He related a personal anecdote of suffering a heart attack and developing COVID and having to respectively ration heart medication and take considerable time off work, with no source of income. He stated that people must decide whether to stop working and live off the system, or work multiple jobs to make ends meet.

Angel Bailey, PCA, 1199 NE: Offered testimony in support of this bill, on the grounds that she already must keep a very tight budget and limited hours in order to not lose access to Husky, and that she does not have access to paid sick leave in her role. She shared a personal anecdote of developing COVID and having to borrow money from her children in order to make ends meet. She further testified that while her newest contract includes paid sick time, the state has not yet created a system for the sick time to be utilized.

Jacqueline Bayas, Organizer, Naugatuck Valley Project and Recovery for All: Offered testimony in support of this bill and related a personal anecdote of developing COVID and being unable to perform her job as a domestic worker or receive any salary during that time.

Marianne Bellesorte, Deputy Director of Policy and Advocacy, Family Values @ Work: Submitted testimony in support of this bill, stating that many workers were unable to utilize sick days during the pandemic, and that the current paid sick time law excludes many frontline workers who require it. She stated that while Connecticut led the way for paid sick time, updates are required to the existing law.

James Bhandary-Alexander: Offered general testimony in support of this bill, stating that many low-wage workers often do not have basic labor standards available to protect them, and that when such standards do exist, they are often a patchwork. He testified that poor labor standards negatively impact community health, and that this bill and others before the committee would help to improve the lives of the people of Connecticut.

Black and Brown United in Action: Submitted testimony in support of this bill, stating that many workers who require sick time are unable to take it without losing money or possibly their jobs. They stated that despite Connecticut's early adoption of paid sick time, only 11% of the state's workforce is guaranteed paid sick time under the current law. They further testified that Black and Brown women are overrepresented in the very industries that lack access to paid sick time, and often shoulder the brunt of difficult economic conditions.

Maria Borja, Domestic Worker, Comunidades Sin Fronteras: Offered testimony in support of this bill stating that domestic workers are not currently covered under paid sick time law but need paid sick days as their work is essential. She stated that paid sick time would allow her to schedule medical appointments and allow for mental health days as needed.

Paul Boudreau: Submitted testimony in support of this bill, stating that in his 35 years working as an auto mechanic, he did not have reliable access to sick time, even after his diagnosis with a heart disease. He stated that all workers need access to paid sick time, to

protect themselves and their families, and that workers have to be able to maintain their health.

Catherine Bradley: Offered testimony in support of this bill and shared an anecdote of her various jobs and lack of access to paid sick time throughout the course of the COVID-19 pandemic. She stated that working through the pandemic without access to paid sick time led to her losing wages for several days when she was out sick with COVID. She stated that all workers deserve access to paid sick days.

Luz Burgos-Lopez: Submitted testimony in support of this bill and related her mother's experience of having to work while sick in order to avoid being fired. She stated that while she presently has access to paid sick time through her job, she considers it a privilege and that workers should not have to choose between health and income.

Cliff O'Callahan, MD, PhD, Chair of Pediatrics, Middlesex Health: Offered testimony in support of this bill, due to his years of experience witnessing parents without paid sick time delay bringing children in for injuries and illnesses. He stated that when these parents are on Husky, the lack of time to take medical care of their children places a financial and medical burden on the state. He stated that delays in treating children due to a parent's lack of paid sick time can lead to increased emergency room visits.

Lynn Campbell, Executive Director, Catholic Social Justice Office: Submitted testimony in support of this bill, on the grounds that domestic workers are rarely covered under the present law, and often must choose between taking unpaid sick time or going to work while sick. She stated that having to take unpaid time off due to sickness can result in job loss, which puts the workers, who are predominantly women and people of color, in a downward spiral towards poverty.

Tamir Capeheart, PCA, 1199NE: Offered testimony in support of this bill and related a personal anecdote of the difficulties of scheduling appointments for a child with autism while being unable to access paid sick time to do so. They further testified that a single day's pay is a choice between gas or a household necessity, and that paid sick leave is essential to the health and stability of their family's needs.

Amanda Carrington: Submitted testimony in support of this bill and stated that she works with victims of sexual assault, while dealing with chronic pain because of a medical condition. She specifically testified that the bill would allow her to utilize paid sick leave immediately upon accruing it, which is essential, due to the challenges posed by her genetic disease. She stated that she does not require long-term leave, but the ability to take off individual days, as this bill would provide.

Zenia Castillo, Comunidades Sin Fronteras: Offered testimony in support of this bill and related a personal anecdote of taking time off work to care for her sick child, only to be told on her return that she did not have paid sick time. She stated that domestic workers are not presently covered under CT's paid sick leave law, and that they should be able to take paid sick time so they are not forced to choose between taking care of their families and providing for their families.

Thomas Connolly, People's Center: Submitted testimony in support of this bill on the grounds that 88% of workers are not covered under the current paid sick days law. He stated that this bill would help ensure that CT workers are treated with respect and dignity.

John O'Connor, CSU-AAUP: Offered testimony in support of this bill on the grounds that 88% of workers are not covered under the current paid sick days law. He stated that this is a serious social problem which can be fixed by covering all employers, regardless of size or industry.

Dr. Viana Turcois-Cotto: Submitted testimony in support of this bill on the grounds that individuals with chronic illnesses often require life-long treatment, and that limiting sick days for those individuals can put them at risk. She further stated that the waiting period on sick days for new employees is inhumane, on the grounds that it can prohibit them from leaving their current job for new opportunities.

Brittany Crockett: Offered testimony in support of this bill, on the grounds that her paid sick time comes out of her paid time off, and that her position puts her at a higher risk for illness. She stated that she works hard to accrue paid time off, and that she would like to use it at her own discretion as opposed to losing it due to sickness.

Shalymar Cruz: Submitted testimony in support of this bill, on the grounds that a lack of paid sick time contributed to the spread of COVID and other diseases. She stated that without taking care of workers, there is no consistent workforce in communities.

Shellye Davis, Executive Vice-President, CT AFL-CIO: Offered testimony in support of this bill, on the grounds that while Connecticut led the nation in 2011 with the passage of the current paid sick days law, it needs to be expanded. She stated that many essential workers could not effectively take paid leave during the pandemic, even while working jobs that increased their risk of exposure to COVID. She stated that the bill's provisions help prevent individuals from having to choose between going to work sick and missing paychecks.

Jordan DeAngelo, PCA, 1199NE: Submitted testimony in support of this bill and related a personal anecdote of suffering a heart attack at 23 and being still unable to pay off the ambulance ride, as well as unable to manage the cost and necessary time off work to make the necessary visit to a cardiologist. He stated that the lack of benefits for PCAs results in a high turnover rate, which in turn harms the clients they care for.

Johanna DeBari: Offered testimony in support of this bill and shared her experiences utilizing multiple days of sick time to take care of her child. She testified that if she did not have paid sick time, this would be impossible to do without losing income. She also stated that this bill would help support survivors of sexual violence by creating space for chosen family to support survivors.

Liz Dupont-Diehl, Associate Director, CT Citizen Action Group: Submitted testimony in support of this bill, on the grounds that many families are struggling with the inability to care for themselves and their families within their work schedules. She stated that Connecticut has severe inequality, and that this bill would help reduce the burden of inequality on working people.

Anna Doroghazi, Associate State Director of Advocacy and Outreach, AARP CT:

Offered testimony in support of this bill, but stated concerns with Section 2(i). She cited a recent study that Connecticut has 420,000 people providing unpaid care, which would be valued at \$7.2 billion if compensated. She stated that this is relevant, as paid leave for caregiving is a crucial component of labor force participation. She stated her concern with Section 2(i) on the grounds that the PCA Workforce Council should not be the employer of PCAs, and that doing so would be beyond the council's scope. She stated this section would lead to confusion as other existing statutes explicitly state that PCAs shall not be considered state employees.

Dione Dwyer: Submitted testimony in support of this bill and related her experiences in the food service and healthcare industries. She related personal anecdotes stating that paid sick leave could have helped her when dealing with children's' school cancellations and family sicknesses.

Cristher Estrada-Perez, Executive Director, Student Loan Fund: Offered testimony in support of this bill, stating that missing time off work can make it harder to repay student debt, and that women and people of color are a disproportionately high percentage of the population burdened by student loans. They further stated that Connecticut families should not have to choose between health and living expenses, and that workers should not have to sacrifice financial stability to address basic health needs.

Joelle Fishman, Chair, CT Communist Party USA: Submitted testimony in support of this bill, on the grounds that 88% of workers are presently excluded from guaranteed sick day coverage. She stated that the government has a responsibility to make sure families can thrive.

Terry Fitzgerald, Manager, Advocacy and Outreach, YWCA Hartford Region: Offered testimony in support of this bill and shared an anecdote of utilizing paid sick time to cover a long surgery. She stated that the loss of income from people taking unpaid sick time hurts not just the workers but also the local economy, by reducing money spent in the community.

Rose Folsom, PCA, 1199NE: Submitted testimony in support of this bill and related a personal anecdote of dealing with MS and requiring multiple surgeries while having to work limited hours in order to avoid losing SSDI benefits. She stated that PCAs still do not have a system for taking paid sick time, and that as a result, taking time off can result in financial crisis.

Kim Forte, Executive Director, A Better Connecticut Institute: Offered testimony in support of this bill, on the grounds that investing in the health of the workforce results in healthier communities. She stated that this bill will support single working women raising children and is a significant step towards equity in the state.

Seth Freeman, Professor, 4Cs SEIU 1973: Submitted testimony in support of this bill, on the grounds that paid sick days are a fundamental right that all workers deserve. He stated that workers should not be forced to work while sick and expose co-workers and the public to illness.

Sarah Ganong, State Director, Working Families Party: Offered testimony in support of this bill, on the grounds that while Connecticut led the way for paid sick days, the rest of the country has moved further ahead, and the time has come to update Connecticut's law. She stated that when workers receive sufficient paid sick leave, the number of ER visits will decrease, especially for patients on Medicaid, which in turn would lower health insurance costs for businesses.

Brenda Glazier, PCA, 1199NE: Submitted testimony in support of this bill, stating that due to her financial circumstances, she has no health insurance, and cannot afford to take time off work to go to the doctor. She related a personal anecdote of having COVID without a viable option for receiving care, and stated that despite bargaining for and receiving it, PCAs still do not have access to paid sick leave through the state.

Zenida Gonzalez: Offered testimony in support of this bill and stated that missing one day of work can alter a month's budget, which forces people to work while sick, thus endangering others.

Nardia Grant: Submitted testimony in support of this bill and stated that paid sick leave should be a human right, not a luxury for those who can afford it. She stated that paid sick leave improves public health outcomes without jeopardizing their financial situation. She stated that this is particularly important to parents, as it would allow them to better care for their children when sick.

Sharita Gruberg, Vice President, National Partnership for Women & Families: Offered testimony in support of this bill, on the grounds that while CT led the way with paid sick day laws, the significant carveouts make it the most restrictive paid sick leave law in the country, and it should be updated to cover the vast majority of workers currently unprotected. She stated that employees working while sick cost more in lost productivity than absenteeism, and that paid sick leave reduces overall healthcare costs for businesses. She further stated that states and municipalities which have introduced similar laws have had increased growth and no negative impact on profitability.

Liz Gustafson, State Director, Pro-Choice Connecticut: Submitted testimony in support of this bill and stated that people need healthcare without risking access to their safety. She stated workers of color are overrepresented in industries that do not provide paid sick days. She further testified that the COVID pandemic highlighted the risk of frontline workers not having access to paid sick leave.

Maribel Gutierrez, Domestic Worker: Offered testimony in support of this bill and related a personal anecdote of developing a sickness due to certain policies instituted by the person she worked for and losing her job after a month's hospitalization. She also stated that she does not feel workers will abuse paid sick days.

Di-zett Hamilton: Submitted testimony in support of this bill and related a personal anecdote of having to take time off work to handle children's injuries. She stated that paid sick leave would help prevent her from having to juggle between taking care of children effectively and earning enough to pay bills.

Ed Hawthorne, President, CT AFL-CIO: Offered testimony in support of this bill, stating that Connecticut led the way with paid sick leave, but should update the existing law in order to cover more than the 11% of workers covered under the law. He stated that paid sick leave was proven effective during the pandemic by allowing the nation to "flatten the curve" and reduce COVID cases. He also stated that workers without paid sick days are more likely to seek emergency room care for themselves and their children, which leads to higher insurance costs.

Winston Heimer, Executive Vice President, CT Alliance for Retired Americans: Submitted testimony in support of this bill, stating that all employers should be required to provide paid sick days which account for all type of family structures.

Margaret Henderson, Board President, Unitarian Universalist Congregation of Danbury: Offered testimony in support of this bill, stating that all workers deserve paid sick leave, not just white-collar workers. She stated that almost 90% of workers in Connecticut are not guaranteed paid sick days, and that nationally 70% of low-wage workers, who are often women and people of color, do not have any paid sick leave. She stated this would help taxpayers by decreasing costs for illness treatments for uninsured workers.

Tiana Hercules, Hartford City Councilwoman: Submitted testimony in support of this bill, stating that public health is a major issue for the city of Hartford.

Joanna Iovino: Offered testimony in support of this bill, and stated that she relies on SSD, but that with paid sick days, she would be able to work and take time off when symptomatic. She stated that she could not risk a decrease in income if she chose to work, as her financial situation would become untenable.

Nelli Jara, Executive Director, CT Worker Center: Offered testimony in support of this bill and stated that 88% of CT workers do not have access to guaranteed paid sick days under the current law, and that when families are healthy, they perform better at work. She also stated that domestic workers in particular deserve paid sick days.

National Association of Social Workers, CT Chapter: Submitted testimony in support of this bill, stating that the current paid sick time law is very outdated, and that updating it will benefit employers. They stated that when a sick employee reports in, productivity is decreased and there is an increased likelihood of other workers contracting the illness. They also testified that the lack of paid sick time is discriminatory, as many lower-income workers lack access to it, and paid sick leave allows workers to recoup without losing pay.

Mary Lee Kiernan, President & CEO, YWCA Greenwich: Offered testimony in support of this bill, stating that the current limits on guaranteed paid sick day applying only to employers of 50 or more and after 680 hours worked are arbitrary, and that the bill would remedy these issues. She also stated that the inclusion of "chosen family" is supportive of LGBTQ+ families.

Bridget Koestner, Policy Manager, CT Alliance to End Sexual Violence: Submitted testimony in support of this bill, in particular lines 241-247, which allow paid sick leave to be taken by family members of victims of sexual assault, on the grounds that families are often needed for support when sexual abuse occurs. She further stated that the inclusion of

language that a written statement from an employee is sufficient documentation, and that details of sexual violence are not required in documentation.

Carmen Lanche, Comunidades Sin Fronteras: Offered testimony in support of this bill and stated that domestic workers deserve access to paid sick leave, on the grounds that they do not presently have the same rights as any other workers.

Elizabeth Lane, Library Director, Town of Bloomfield: Submitted testimony in support of this bill, and stated that while part-time library assistants are not currently covered under the state's paid sick leave law, they worked directly with the public during COVID, and deserve the benefit of paid sick leave. She stated that for someone working 25 hours a week, they would have to work 27 weeks to take paid sick leave under the current law, and that the bill's removal of that timetable would be a commonsense approach.

Julissa Lopez, Comunidades Sin Fronteras: Offered testimony in support of this bill and shared a personal anecdote referencing her work as a domestic worker, and her experience of losing pay when sick with COVID. She stated that domestic workers have not received adequate workplace protections for the last 60 years.

Luis Luna, Coalition Manager, HUSKY 4 Immigrants: Submitted testimony in support of this bill, on the grounds that many immigrants are excluded from paid sick day policies, due to their immigration status. He stated that a lack of paid sick leave increases the risk of spreading illness to coworkers and customers.

Lucy Machado: Offered testimony in support of this bill and stated that she currently received 10 days paid leave, and that accounted for sick, vacation, and personal time. She stated that school bus monitors like herself must stay healthy in order to keep children healthy and safe.

Jared Make, Vice President, A Better Balance: Submitted testimony in support of this bill, on the grounds that it provides an opportunity for Connecticut to update its paid sick leave law. He stated that paid sick leave laws have a track record of success and result in positive effects for businesses, as well as improving worker health and public safety.

Molly Markowitz MD FAAP, Advocacy Committee Chair, CT American Academy of Pediatrics: Offered testimony in support of this bill, and stated that the improvements to employment stability guaranteed by the bill will help to reduce childhood illness as a result of poverty. She stated that when a child is sick, a parent should not have to choose between staying home unpaid or going into work in order to avoid being fired.

Kim McLaughlin, Director, Naugatuck Valley Project: Submitted testimony in support of this bill on the grounds that many domestic workers faced difficult conditions due to lacking access to paid sick leave, which placed a burden on their families. She stated that working through illness is directly contradictory to medical best practices.

Josh Michtom, Hartford City Councilman: Offered testimony in support of this bill, and stated that health hazards affect all workers, and as such paid sick days should be guaranteed to as many workers as possible.

Andrea Mitchell, PCA, 1199NE: Submitted testimony in support of this bill, and related personal anecdotes about being sick with COVID and unable to pay rent as a result of being out of work and unwilling to expose her consumer. She stated that she believes this bill will help end poverty for long-term care workers.

Beatriz Moncada, Domestic Worker, Comunidades Sin Fronteras: Offered testimony in support of this bill, on the grounds that domestic workers lack basic rights and labor protections afforded to other workers. She stated that workers of color are overrepresented in industries that do not offer paid sick leave.

Stephen Monroe Tomczak, Ph.D.: Submitted testimony in support of this bill, and stated that paid sick days are a basic human right. He further stated that while he has access to paid sick leave, many of his students do not, and suffer as a result.

Florecienda Montenegro, Worker Leader, CT Worker Center: Offered testimony in support of this bill, on the grounds that she has not received paid sick leave, even when falling sick from being exposed to a contagion at work.

LisMarie Montonory: Submitted testimony in support of this bill and stated that while she receives 10 days of paid time off per year, the application process is strenuous. She stated that working as an essential worker during the pandemic, she would have wanted access to paid time off for taking care of family members when they are sick.

Renato Murgueza: Offered testimony in support of this bill and stated that paid sick leave is essential to the health and economic development of communities.

Laura Nassar, PCA, 1199NE: Submitted testimony in support of this bill, and related a personal anecdote about the level of care and involvement she has with her consumer. She stated that she is unable to take time off to go to the doctor, and often struggles to make rent, with the burden significantly worsened if she had to take time off due to illness.

Michael Oretade: Offered testimony in support of this bill, on the grounds that its provisions will provide economic security to workers, as well as providing equity and fairness. He stated it will also help address gender equity issues and protect public health.

Werner Oyanadel, Policy Analyst, Commission on Women, Children, Seniors, Equity & Opportunity: Submitted testimony in support of this bill and stated that 1.6 million Connecticut workers are excluded from accessing paid sick days, and that a vast majority of workers across all demographics are not covered under the current law. He stated that this bill will help workers who are forced to choose between earning pay and taking care of themselves and their families.

Rochelle Palache, CT State Director and Vice President, SEIU 32BJ: Offered testimony in support of this bill, on the grounds that many service workers are unable to take time off to care for family members when sick, and that Connecticut's current law falls behind similar paid sick leave laws in Massachusetts, Rhode Island, and Vermont. She stated that workers without paid sick leave are more likely to send sick children to school and thus jeopardize the health of others.

Sara Parker McKernan, Legislative Policy Advocate, New Haven Legal Assistance:

Submitted testimony in support of this bill and stated that the changes in the bill will allow people to maintain employment while meeting their own health needs and provide the flexibility for people to seek routine medical care as needed.

Judith Paz, Domestic Worker, Comunidades Sin Fronteras: Offered testimony in support of this bill, on the grounds that despite Connecticut's wealth, many workers struggle to support their families. She stated that as a domestic worker, she is not entitled to paid sick leave, and that being unable to take care of herself when sick can lead to medical emergencies and subsequent debt.

Genesis Perez: Submitted testimony in support of this bill and related a personal anecdote of suffering a foot injury, stating that paid sick time has helped her with her recovery and maintenance of health. She stated that she appreciates the fact that the bill includes her role as caretaker of her extended family.

Richard Perez: Offered testimony in support of this bill and related a personal anecdote about his former employer, who was also his landlord at the time, underpaying him at his job while he struggled to make rent, and being unable to take paid sick time even when he experienced a series of epileptic attacks and was unable to receive paid time off or make rent payments. He stated that after 27 years with his employer he left and found a new employer who offers paid sick leave, which has made a significant difference in his life.

Karime Pimentel, Organizer, Naugatuck Valley Project: Submitted testimony in support of this bill and stated that domestic workers fulfill numerous essential roles and babysitters, caretakers, and more. She stated that due to the lack of current protections, domestic workers are treated as second-class citizens, and the COVID pandemic showed how much they were at-risk.

Karen Pineda, Domestic Worker: Submitted testimony in support of this bill and related a personal anecdote of taking time off for breast cancer surgery but being unable to receive any pay for the days. She stated that domestic workers are essential, but lack the ability to take paid time off, which exacerbated the effects of the pandemic on communities of color.

Keren Prescott: Offered testimony in support of this bill and stated that paid sick leave is a racial justice issue, and disproportionately impacts the working class and people with disabilities. She related personal anecdotes about dealing with multiple illnesses and disorders and having difficulty making rent and holding down jobs as a result of being unable to take paid time off to take care of her needs.

Faysal Prodhan, PCA, 1199NE: Submitted testimony in support of this bill and shared her personal experiences balancing caring for her father and working as a PCA. She related an anecdote of applying for unemployment to cover for sickness and receiving only 1/5 of her pay. She further stated that PCAs live one accident away from financial crisis.

Gretchen Raffa, Vice President of Public Policy, Advocacy, and Organizing, Planned Parenthood of Southern New England: Offered testimony in support of this bill, and stated that the lack of paid leave pushes women and people of color out of jobs. She stated that the lack of paid sick time also exacerbated the COVID pandemic, as many workers faced

economic crisis for the families due to being unable to take paid sick leave. She further testified that the expanded family definition and elimination of the waiting period in paid sick time is a necessary improvement over the current law.

Dawn Rahilly, Municipal Employee: Submitted testimony in support of this bill and related a personal anecdote describing her use of unpaid family medical leave due to multiple illnesses, and the difficulty in covering expenses on a limited budget due to being unable to work full-time. She stated that due to her experiences, she believes this bill is necessary so that nobody else must go through her experiences.

Ira Revels: Offered testimony in support of this bill and related a personal anecdote of dealing with her mother's Alzheimer's diagnosis while unable to access paid family medical leave or paid sick time. She stated that she was negatively impacted by her mother's diagnosis and appreciates that the bill allows paid sick time to be used to take care of family members.

Yerinia Rivera Parkman: Submitted testimony in support of this bill and related a personal anecdote of having to take time off work due to mental health issues without having enough accrued hours of paid sick time. She stated that maternal health in particular is important, as it was difficult to budget for her bills, medications, and caring for her child.

Graciela Rivera: Offered testimony in support of this bill and stated that while she has access to paid sick time, she interacts with a community that often doesn't, and is aware of the stress added by lack of access to paid sick leave. She stated that paid sick days are necessary for dealing with children's illness and allow her to care for children while still paying bills.

Crystal Rodriguez: Submitted testimony in support of this bill and related a personal anecdote of dealing with pregnancy-related complications and the difficulty of making ends meet while waiting for paid sick time to go through. She stated that pregnant women deserve access to paid sick days, as going through the process without paid sick leave is impossible to imagine.

Iris Rodriguez: Offered testimony in support of this bill and related her experience as a chronically ill person, and the necessity of paid sick leave.

Silvia Salinas, Community Advocate, CT Worker Center: Submitted testimony in support of this bill and stated that domestic workers must be covered under paid sick leave laws, in order to ensure that they do not have to choose between taking care of family members and providing for their family.

Erika Sanchez: Offered testimony in support of this bill and related her personal experience working with survivors of sexual assault and domestic violence. She stated that many survivors of such traumas do not receive adequate time to heal. She further testified that the current waiting period on paid sick leave is arbitrary and does not take into consideration the fact that victimization, abuse, and sexual assault can happen at any time.

Nicole Sanclemente, Policy Director, Connecticut Women's Education and Legal Fund: Submitted testimony in support of this bill and stated that it is past time to update

Connecticut's paid sick leave law, as it currently excludes too many groups of workers. She stated that the COVID pandemic showed the necessity of paid sick leave, and that paid sick leave is good for business by ensuring that workers do not show up sick and improves the business bottom line.

Constanza Sergovia, Organizer, Hartford Deportation Defense: Offered testimony in support of this bill and stated that domestic workers and employees of small businesses are currently left out of paid sick leave laws. She stated the bill's inclusion of paid sick leave for children, chosen family, and survivors of sexual assault is necessary.

Roger Senserrich, Policy and Communications Director, CT Working Families Party: Submitted testimony in support of this bill, and stated that currently, 88% of workers in the state are not covered under the existing paid sick leave law. He further stated that the groups not covered are disproportionately women and people of color.

Colena Sesanker, Associate Professor, Gateway Community College: Offered testimony in support of this bill, on the grounds that the current law leave the vast majority of workers uncovered.

Karen Siegel, Director of Policy, Health Equity Solutions: Submitted testimony in support of this bill and stated that the United States is one of only three developed nations to not offer guaranteed paid sick leave. She stated that having 10 or more paid sick days per year would prevent 1.3 million ER visits per year and decrease medical costs by \$1.1 billion, thus resulting in savings for public health insurance programs. She stated that paid sick leave results in increased worker productivity and job satisfaction.

Misael Silvas, Domestic Worker, Comunidades Sin Fronteras: Offered testimony in support of this bill and stated that domestic workers have been left out of basic labor protections. She stated that domestic workers deserve basic safety and respect.

Godfrey Simmons Jr.: Submitted testimony in support of this bill and related a personal anecdote of his mother suffering a mental breakdown when he was young, and his father taking paid time off work to take care of both of them. He stated that he is a living example of the necessity for paid sick leave.

Alicia Strong, Director, New Britain Racial Justice Coalition: Offered testimony in support of this bill and stated that without paid sick days, working-class people are forced to work while sick. She stated that access to paid sick leave is a racial justice issue, and that paid sick leave should be available to all.

Caprice Taylor Mendez, Universal Health Care Foundation of Connecticut: Submitted testimony in support of this bill and stated that workers should have the right to keep others healthy by staying home when sick without losing wages and/or employment. She stated that workers are not often willing to sacrifice their jobs in order to take the time to heal, and thus go to work sick. She stated that communities of color are disproportionately impacted by the lack of access to paid sick leave.

Nick Teeling, CT Voices for Children: Offered testimony in support of this bill on the grounds that the current carve-outs allow only 12% of workers to access guaranteed paid

sick leave. He stated that Connecticut's low labor force participation rate could be helped by eliminating the barriers to paid sick leave.

Marcial Torres, PCA 1199NE: Submitted testimony in support of this bill and related a personal anecdote regarding her work schedule of 100 hours per week. She stated that when one of her consumers had COVID, she lost most of her income and fell far behind on bills. She stated that she lives in fear and debt because of her lack of access to affordable healthcare and paid sick leave.

Pastor Rodney Wade, Senior Pastor, Long Hill Bible Church of Waterbury: Offered testimony in support of this bill and stated that all employers should be required to provide paid sick leave, and that all types of family structures and relationships should be accounted for.

Reverend Steve Wilco, New England Synod – Evangelical Lutheran Church in America: Submitted testimony in support of this bill and stated that while his congregations provide sick leave, many congregations work in industries where sick leave is not standard. He stated that while congregations provide support for individuals who are ill, there are limits to how they can help when employers do not provide paid sick leave.

Travis Woodward, President, CSEA SEIU Local 2001: Offered testimony in support of this bill on the grounds that now is the time to update Connecticut's paid sick leave laws and bring them into line with other states. He stated that people should not have to choose between their health and a paycheck.

Deborah Wright, Political Director, United Auto Workers Region 9A: Submitted testimony in support of this bill and stated that Connecticut's paid sick leave law needs to be updated with the expanded family definition and the ability to take time off to care for a wider range of family. She also stated that the waiting period on sick days should be removed in order to allow them to take time as needed, as opposed to only once they have hit the minimum hours worked in advance.

Numerous CT Residents: Submitted testimony in support of this bill on the grounds that the increase to 80 hours of paid sick time per year would prevent people from having to choose between earning a paycheck and taking care of themselves and their loved ones. Many also stated they appreciated the bill's definition of family being broadened to include "chosen family". Finally, they stated the bill would help protect Connecticut residents against future pandemics by allowing workers to use paid sick days if their workplace is closed due to a public health emergency. **These residents include:**

1. **Sarah-Aaron Bromley, Milford**
2. **Beth Angel, East Hampton**
3. **Emma Bromley, Milford**
4. **Debra Cohen, Wethersfield**
5. **Amy Harris, Bristol**
6. **John Jairo Lugo, Community Organizing Director, Unidad Latina en Acción**
7. **Nicholas Menapace, Niantic**
8. **Jack Nevin, Roxbury**
9. **Jennifer Orlando, New Haven**

10. Thomas O'Sullivan, Vice President, CT Citizens for Progress

NATURE AND SOURCES OF OPPOSITION:

John Cattelan, Executive Director, CT Alliance of YMCAs: Submitted testimony stating that this bill could adversely impact nonprofits, and that Connecticut's YMCAs have operated at a net loss of \$30 million over the past three years. He requested that the proposal be delayed until nonprofits have fully recovered from the impacts of the pandemic.

Joe Cecarelli, Legislative Committee Chair, Lumber Dealers Association of CT: Offered testimony in opposition to this bill, on the grounds that paid sick days should be an incentive offered by a business, not a state mandate. They stated that the start date of July (addressed in the JFS language) did not provide sufficient time for implementation. They also testified that many LDAC members already offer generous paid leave packages to their employees, and that the bill would make it harder to do business in CT.

Rex Florian, President, Tiger Enterprises: Submitted testimony in opposition to this bill, stating that paid sick leave is an insurance program and should be treated as such, and that the lack of accountability for sick leave fraud puts businesses at risk. He stated that the market should be left to determine suitable paid sick leave plans, and that this bill would drive businesses out of Connecticut by increasing overhead costs.

Brooke Foley, General Counsel, Insurance Association of CT: Offered testimony in opposition to this bill, on the grounds that the expansion of paid sick leave would be economically devastating, and that the burdens of this bill would harm businesses still recovering from COVID. She further stated that the Paid Family Medical Leave program already provides employees paid time off for similar circumstances.

Betsy Gara, Executive Director, CT Council of Small Towns: Submitted testimony in opposition to this bill, stating that the bill as drafted does not explicitly exempt municipal employees, and that under the governor's proposed budget, many small towns will see a reduction in municipal aid, and that this bill would impose a large unfunded mandate on municipal employers.

Jim Gildea, Chair, Government Affairs Committee, ManufactureCT: Offered testimony in opposition to this bill, on the grounds that it would increase the cost of doing business in Connecticut. He stated that the bill's provisions would stunt economic growth and drive business away from CT.

Eric Gjede, Vice President of Public Policy, CT Business and Industry Association: Offered testimony in opposition to this bill, stating that the current paid sick days law already burdens employers and increased costs without decreasing turnover or workplace sickness. He also stated that due to the ongoing economic impacts of the COVID pandemic, businesses are operating under difficult circumstances. He finally stated that CT's paid family and medical leave program is sufficient to cover any needed leave for illness.

Leora Levy: Submitted testimony in opposition to this bill and stated that businesses in Connecticut already face overregulation and taxation, and that paid sick leave costs a business more without increasing productivity. She further stated that businesses will leave for other states, and take jobs with them.

Andy Markowski, CT State Director, National Federation of Independent Businesses: Offered testimony in opposition to this bill, on the grounds that many small businesses already offer generous flexibility for employees dealing with personal issues, and that the bill's regulations are onerous and will cause confusion by imposing significantly more record-keeping. He specifically raised questions regarding lines 198-202 with regards to "another employer taking the place of an existing employer", lines 362-368 with regards to "a private right of action for any person", and lines 412-414 with regards to "adequate record retention".

Zachary McKeown, Senior Legislative Associate, CT Conference of Municipalities: Submitted testimony in opposition to this bill, on the grounds that it is unclear if this bill applies to municipalities. He stated that if it does apply to municipalities, it would circumvent the collective bargaining process.

Diane C. Paskiewicz, Administrator, Consulting Ophthalmologists, P.C.: Offered testimony in opposition to this bill, and stated that they are unable to treat patients without the staff working to perform testing and scheduling surgeries. She stated that paid sick leave and paid family leave are a burden on employers.

Jim Perras, CEO, Home Builders and Remodelers Association of CT: Submitted testimony in opposition to this bill, on the grounds that it would harm the residential construction industry and exacerbate the housing affordability crisis and encourage contractors to pay employees under the table. He also stated that due to the fixed deadlines of many construction projects, contractors could incur increased monetary penalties and harm the overall viability of residential construction businesses.

Frank Ricci, Labor Fellow, Yankee Institute: Offered testimony in opposition to this bill, on the grounds that it unfairly involves the government in private business agreements, and that the bill does not consider the struggles of small businesses in the pandemic. He further stated that the bill will increase the cost of business in Connecticut and that many employees may want to receive higher pay instead of benefits such as paid sick leave.

Garrett Sheehan, President and CEO, Greater New Haven and Quinnipiac Chambers of Commerce: Submitted testimony in opposition to this bill and stated that the existing paid sick leave law has a lack of flexibility and has created additional burdens for businesses. He further stated that small businesses cannot handle the expansions in the bill and the associated costs.

Wendy Traub, President, Hemlock Directional Boring: Offered testimony in opposition to this bill and stated that paid time off should be offered at the discretion of the business owner, and that small businesses opposed the original paid sick leave law and received an appropriate carveout. She stated that while large businesses can adjust to these policies, small businesses cannot, and that the legislature should work to protect small businesses.

Lynn Ward, President and CEO, Waterbury Regional Chamber: Submitted testimony in opposition to this bill and stated that the bill is fiscally irresponsible and would be detrimental to small businesses. She stated that the existing system of paid family medical leave is sufficient for providing paid time off.

Marc Weber, OnTheMarc: Offered testimony in general opposition to this bill.

Steve Wetherell, President, Global Help Desk Services, Inc.: Submitted testimony in opposition to this bill on the grounds that being forced to offer additional paid sick leave would force a cut in personal time, vacation time, or hours. He stated that government mandates force an increase in prices and drive away businesses from the state.

Numerous CT Business Leaders: Offered testimony in opposition to this bill, on the grounds that the existing paid sick days law is sufficient in its application to businesses employing "service workers" with 50 or more total employees, and that Connecticut already has the most generous paid family and medical leave program in the nation. They stated that the bill is shortsighted and would put a burden on Connecticut businesses at a time when businesses are already under pressure due to supply chain and workforce shortages, inflation, and rising healthcare costs. Many also stated that businesses covered under the current paid sick leave law have seen cost increases without a respective decrease in turnover or workplace illness. **These business leaders include:**

1. **Rachel Albanese, Controller, Carpin Manufacturing**
2. **John Carmon, President, Carmon Community Funeral Homes**
3. **Kim Corona, CFO, Mandell JCC**
4. **Jim Dandeneau, CEO, Putnam Plastics**
5. **Barb Ek, Owner, DURCO Manufacturing Company**
6. **Michael Fabiani, President, Corru-Seals Inc. dba Nicholsons**
7. **Mary Fitzgerald, President, Acme Wire Products Co. Inc.**
8. **Jeff Koehl, Chairman, SPIROL International Corporation**
9. **Scott Livingston, President, HORST Engineering**
10. **Hitul Patel, President & CEO, CT Clean Room Corp.**
11. **Steve Perez, Vice President, Wingsite Displays**
12. **Wendy Sperry, President, Nutmeg Chrome**
13. **Brian Weinstein, President & CEO, Chapco Inc.**

Reported by: Cameron Clarke, Committee Clerk Date: 3/30/2023