

# Labor and Public Employees Committee

## JOINT FAVORABLE REPORT

**Bill No.:** SB-7

**Title:** AN ACT CONCERNING CONNECTICUT PAID SICK DAYS.

**Vote Date:** 3/21/2024

**Vote Action:** Joint Favorable Substitute

**PH Date:** 2/22/2024

**File No.:**

***Disclaimer:** The following JOINT FAVORABLE Report is prepared for the benefit of the members of the General Assembly, solely for purposes of information, summarization and explanation and does not represent the intent of the General Assembly or either chamber thereof for any purpose.*

### SPONSORS OF BILL:

Labor and Public Employees Committee

### REASONS FOR BILL:

This bill is intended to ensure that all people in CT have access to sick time and are not forced to choose between the health of themselves or their family member and being able to pay their bills. The current sick leave law does not cover a large portion of CT's workers and disproportionately leaves out low-income workers and people of color who are most the most vulnerable to the negative consequences to not have sick time. This bill would prevent the problem of people from going to work instead of dealing with health issues, helps prevent the spread of illnesses caused by sick people coming into work, and allows individuals with health problems or family with health problems to participate in the workforce when they otherwise could not. This bill expands on the original 2011 legislation and follows more expansive sick leave bills in other states such as New York and New Jersey.

The substitute language broadens the definition of family members for whom an employee may utilize their paid sick time, to include anyone related to the employee by blood or affinity whose close association the employee shows to be equivalent of family.

### RESPONSE FROM ADMINISTRATION/AGENCY:

**Dante Bartolomeo, Commissioner, CT Department of Labor:** Supports this bill on the grounds that it would strengthen employee protection through the expansion of the state's paid sick days statutes.

**Sean Scanlon, State Comptroller, Office of the State Comptroller:** Scanlon voices his support of the bill stating no one should have to choose between their health and job. Scanlon points at neighboring states that have passed more expansive sick day laws than CT

since 2011 and believes that CT residents should have the right to take time off when sick and not worry about missing rent for doing so.

#### **NATURE AND SOURCES OF SUPPORT:**

**Martin Looney, Senator, CGA:** Looney voices his support for the bill out of a desire to expand access to sick days to all CT workers. Looney believes that since 2011 CT has fallen behind other states on this issue with many states passing more expansive sick leave bills. Currently employees can only take sick days to take care of minor/disabled child or spouse, this bill will expand who you can take time off for to spouses, siblings, children, grandparents, or parents. CT workers should not have to make the choice between getting paid and taking care of themselves or family and expanding access to sick days would prevent this. Additionally, Looney believes that increasing access to sick time will prevent future pandemics by allowing workers to stay home instead of spreading disease. Looney also mentions that this bill lowers the barriers to access to sick time such as lowering the amount of time until sick days can be used to 100 days, prevents employers from requiring documentation, and prevents employers from forcing employees to find a replacement for a missed shift. Looney believes that this bill is vital for both citizens and businesses as it creates a safer and healthier workplace for everyone.

**Essie Anderson, PCA District 1199:** Supports this bill because of how difficult it can be to deal with recurring illnesses, such as COVID, and taking care of family members without maxing out on paid sick time. States that this bill would allow all workers, especially PCA's, to take care of themselves and others when they are sick.

**Anthony Bacigalupo:** Supports this bill because for some workers it can be an existential matter whether they have sick time available, as many are rent-burdened and cannot afford to miss a shift or lose work time due to illness. States that this bill remedies the concerns about a sick leave bill in the past by expanding the definition of "family" outside of the typical "nuclear" category.

**Alexander Boston:** Supports this bill because it serves as a gender and race equity remedy by creating a fairer level of access to healthcare for low-wage and low-income individuals who may need more time off to care for others. States that the bill shows a concern for the health and well-being of both individuals and the public by allowing more time off for illnesses.

**Paul Boudreau:** Supports this bill because of his experience as a mechanic dealing with a diagnosis that required him to have a pacemaker. States that his illness required him to stay home for long periods of time and could only perform "light work upon his return". States that he knows that this bill would have allowed him to take care of his health while still being able to pay his bills.

**Jacqueline Cabrera:** Supports this bill because of their experience working with those who are caring for family members with disabilities. States that the current law does not consider the need to rest and recover during a prolonged illness, and that this bill would provide desperately needed relief for the roughly 1.6 million Connecticut workers who do not have ample paid sick days.

**Zenia Castillo, Domestic Worker, Comunidades Sin Fronteras CT:** Supports this bill because of her own experience when her son was sick and her employer told her that, as a caretaker, she was not allowed to take paid sick days. States that this bill will ensure that all workers are protected by legislation, so they do not have to choose between paying their bills and taking care of themselves and their families.

**CT Senate Democrats:** Supports this bill because only 11% of Connecticut's workforce is guaranteed paid sick time under the current law. States that this bill would expand the group of people that an individual can care for while using paid sick leave, which currently includes minor children or disabled children and spouse. States that this bill would especially benefit women and people of color who often have the least access to paid sick days in this state.

**Erin Choquette, CEO, CT Paid Leave Authority:** Supports this bill because it is beneficial to workers and their families to allow workers to stay home when either they or members of their family is sick. States it is also beneficial to their coworkers, employers, and clients by reducing the spread of contagious illnesses.

**Elena Colon:** Supports this bill because it adjusts to the economic and cultural changes that we have seen in the last 13 years by changing the definition of a "nuclear" family when it comes to individuals taking time off to take care of their loved ones. States that for many working hourly wage jobs, a missed shift or extended time off can be critical in having enough to pay bills.

**Shellye Davis, Secretary Treasurer, CT AFL-CIO:** Supports this bill because it will give workers piece of mind that they won't have to choose between paying their bills and taking care of themselves of their families, and that woman and people of color are often overrepresented in industries that do not provide paid sick time. States that they request that the committee include language allowing for rail workers to receive paid sick time in this bill.

**Francisco Diez, Senior Policy Strategist, Center for Popular Democracy:** Supports this bill because it will help the communities who are disproportionately affected by the lack of paid sick days, such as women and people of color. States that just 11% of Connecticut workers are eligible for paid sick days under the current law, and that this bill would significantly increase that number.

**Anna Doroghazi, AARP CT:** Supports this bill because it will allow all workers regardless of the size of their employer or the industry, they work in to receive paid sick days to take care of themselves or their family. States that the bill also expands the scope of who can be cared for by accounting for the fact that most people staying home are not taking care of a spouse or an adult child with disabilities or a serious illness.

**Liv Drazen:** Supports this bill because the current lack of paid sick days for many workers penalizes the instinct to take care of loved ones in need. States that this bill would allow employees to have to flexibility to take time off to tend to their own health or the health of their loved ones.

**Maryam Elahi, President & CEO, Community Foundation of Eastern CT:** Supports this bill because it will help children in low-income families who are staying home from school sick by providing their parents and guardians with the ability to stay home and take care of them.

States that this bill helps address the needs of individuals who have been overlooked by current law and allows a more diverse group of people to make the smart decision to protect themselves and others when they are sick.

**Auri Garcia Esquivel:** Supports this bill because of her own experience as a daughter of a domestic worker who is not afforded paid sick days. States that this bill will allow workers to stay home when they are sick, helping them recover better and reduce their healthcare costs in the future. Also states that paid sick days reduces inequality that low-income households already face.

**Carla Esquivel:** Supports this bill because low-income immigrant workers often are unable to take time off to take care of their families because their jobs are critical to their financial well-being. States that Connecticut needs to provide the opportunity to use expanded paid sick days so that they do not have to choose between their health and their income.

**Rosana Ferraro, Program Lead of Policy Advocacy, Universal Healthcare Foundation of CT:** Supports this bill because of her own experience having no paid sick days and being unable to properly take care of her health, and then having another job with paid sick days where she was able to focus on recovering without worrying about her job or income. States that this bill is a matter of health justice because taking sick days is a form of healthcare as you are recovering from illness.

**Terry Fitzgerald, Manager of Advocacy & Outreach, YWCA Hartford Region:** Supports this bill because of their own experience benefiting from paid sick days and focusing on recovery from a surgery without having to worry about their job or income. States that this bill addresses the reality that women and people of color are often disadvantaged by the lack of paid sick days and ensures that these individuals will have a greater ability to take care of themselves and their families.

**Sean Forbes:** Supports this bill because of his own experience having limited amounts of paid sick time off and that his wife, who is afforded more sick time, will often have to burn through her available time to take care of herself and her family when they are sick. States that this bill would give workers flexibility and ensure that they do not have to make the difficult decision between taking care of the health of themselves or loved ones or missing a paycheck.

**Christine Fulton:** Supports this bill because it acknowledges that people of color are often disadvantaged by the lack of paid sick time afforded by employers. States that this bill also expands the definition of a nuclear family so that individuals can take time off to take care of a wider range of family members.

**Sarah Ganong, State Director, CT Working Families:** Supports this bill because it is important that Connecticut pass universal sick days this legislative session so that workers don't have to make the decision between their health and receiving a paycheck. States that this bill would more closely align Connecticut with neighboring states by allowing workers to accrue a minimum of 40 hours per year.

**Maribel Gutierrez:** Supports this bill because of her own experience losing her job and not having paid sick days to account for time and wages lost due to an extended illness. Asks

that workers be allowed to take paid sick time off after the first day on the job, and that she believes that workers will not abuse this change.

**Nardia Grant:** Supports this bill because workers in Connecticut should not have to wait to take sick time off and always can take time off when they need to recover. States that parents need to be able to take time off to take care of their children when they are sick.

**Donna Grossman:** Supports this bill because of her own experience having paid sick time for both her and her family and reflects on how that benefited her and that she did not deserve that opportunity more than any other workers in the state of Connecticut. States that this bill will strengthen paid sick days statutes in our state.

**Martin Gustave:** Supports this bill because it is difficult to balance life and work while having five kids all in different stages in school, especially when they get sick. States that this bill respects workers and the time and effort that they put in both in their work and taking care of their family by giving them the opportunity to use paid sick time when they need it.

**Maribel Gutierrez:** Gutierrez voices his support of the bill citing his experience as a personal care attendant who got sick because of his work and lost his job because he was forced to take time off.

**Rosemary Hahn:** Hahn voices her support of the bill as a frontline worker during the pandemic and how difficult it can be without guaranteed sick leave when someone gets sick.

**Bethany Hamilton, Executive Director, Alliance to End Sexual Violence:** Hamilton voices her support of the bill citing how beneficial sick days are for victims of sexual violence and their ability to seek care, justice, and ultimately heal. Hamilton also believes that sexual violence against a family member should qualify for sick days as it impacts an entire family and in the case of children, parents need to be available to give them care.

**Annie Harper, Assistant Professor, Yale School of Medicine:** Harper voices her support of the bill speaking how her position as a mental health researcher has shown her that financial insecurity makes a large impact on mental health. Poor mental health has also been shown to lead to poor physical health which can often mean missing work more often. For financially insecure people not being able to get paid for even a short period of time is devastating financially and will often lead to people spreading illnesses when if they had paid sick time they would have stayed home. Additionally, an important part of recovery for people with mental illness can be getting a job but as people who are more likely to miss work have no sick time can mean holding a job is impossible. Finally, Harper adds that this bill should use the definition of family member for CT's paid family and medical leave act as it is more equitable and inclusive.

**Win Heimer, Executive Vice President, CT Alliance of Retired Americans:** Heimer voices his support of the bill but believes that there should be a few additions to make the bill stronger. Heimer says that the bill should apply after 100 days of working, safe days should extend to taking care of family members, and the definition of family should use CT's paid family leave and medical act definition.

**Jahmal Henderson, Organizer, New Haven Peoples Center:** Henderson voices his support of the bill out of a belief that paid sick days are a necessity for workers. Right now, CT's sick days only apply to employers with 50 or more employees, this means 1.6 million CT workers are uncovered, many of which are low wage workers who are most frequently of color or women. Henderson advocates for increasing the number of hours covered each year and eliminating the wait period stating that expanding paid sick days is vital to a compassionate, equitable, and resilient workplace.

**Margaret Henderson, Board President, UU Congregation of Danbury:** Henderson voices her support of the bill stating that 40% of state is below the ALICE threshold and that means that it is lawmakers' responsibility to support the little guy. Henderson believes right now that the playing field is not level and the idea that calling in sick for a few days can jeopardize your livelihood is an example of this. This occurs disproportionately to people of color and as it currently stands this also applies to sick days with many of the people who need it the most not having access to them.

**Tiana Hercules, Owner, Lady Jane LLC:** Hercules voices her support of the bill out of a belief that it is both the morally right thing to do and the better business option. Hercules believes that when workers have sick days, they are less likely to come to work sick and are happier/healthier. Hercules highlights the expansion to all workers, bringing CT in line with other states to remain competitive, expanding the definition of family, and extending access to safe days as important parts of the bill that she supports.

**Richard Hollant, Founder, CO: LAB:** Hollant voices his support for the bill citing his experiences as the founder of a company and recruiting workers. Hollant in his own company despite having a sick day policy is of the belief that if you are sick, you should stay home even if his employees don't have any sick time left. Hollant believes that this builds loyalty among employees and makes them more competitive for recruiting talent. CT should feel similarly about sick days as having guaranteed sick days attracts people to the state and demonstrates the type of culture the state values.

**Nadine Horton, Researcher, Yale School of Medicine:** Horton voices her support of the bill citing how her research has shown her how many of her patients struggle because of a lack of medical leave. This is debilitating for people with health conditions who do not have the luxury of being consistently healthy and often if they miss a day of wages they are unable to pay the bills. Horton as someone who researches incarcerated people found these people when getting jobs feel extra pressure to show up to work even when feeling poorly because of this lack of medical leave and needing the job which has led to people collapsing or even dying on the job. This leaves incarcerated people very vulnerable when sick and shows how important paid sick days are for this group.

**Nelli Jara, Executive Director, Connecticut Worker Center:** Jara voices her support of the bill citing how often the lack of paid sick days impacts the most vulnerable in society. Right now, only 11% of CT workers meet the criteria of paid sick days and Jara believes that these protections need to be expanded to everyone, including domestic workers who are frequently left out of labor legislation.

**Melissa Kane, Interim Executive Director, CT Against Gun Violence:** Kane voices her support on behalf of CAGV voices her support of the bill citing poverty as a strong driver of gun violence and paid sick days is a step towards fighting poverty.

**Danya Keene, Professor, Yale School of Public Health:** Keene voices her support of the bill citing her research on diabetes stating that lack of paid sick leave can often lead to these groups falling behind on rent, leading to a link between illness and housing loss.

**Carmen Lanche, Executive Director, Comunidades Sin Fronteras:** Lanche voices his support for the bill citing how lack of sick days hurts low wage and workers of colors disproportionately.

**Elizabeth Lane, Director, Bloomfield Public Library:** Lane voices her support of the bill citing out of a belief that it will advance social justice.

**Zak Leavy, Legislative Director, AFSCME Council:** Leavy voices his support of the bill citing the success of the 2011 bill and the desire to expand those benefits.

**Marcy Mangels, Teacher:** Mangels voices her support of the bill citing her experience with cancer and the difficulty she had getting enough sick days to cover her treatment.

**Diedre Murch, Vice President, SEIU District 1199:** Murch voices his support of the bill citing the difficulties of caregivers who have community-based Medicaid waivers and have little access to benefits and no sick days which puts them in a difficult position.

**Lucy Nolan, Policy Director, End Hunger CT:** Nolan voices her support of the bill citing that food insecure families are put in difficult positions if they lack sick time. Food insecure families are more likely to get sick and in the case of getting sick they cannot afford to take time off, so they have no choice but to keep working. Additionally, Nolan believes that the definition of household member should be changed so when an individual gets sick family members are able to take time to take care of them.

**Rochelle Palache, State Director, 32BJ SEIU:** Palache on behalf of 32BJ SEIU voices their support of the bill stating that the people who most need access to sick time are currently not covered by CT law. Palache believes that this expansion of sick days will be more equitable than our current system better covering both people of color and women. Palache emphasizes the role of sick days for making sure sickness doesn't spread throughout the office and is a reason that there shouldn't be a wait time before people can use their sick time.

**Sarah Parker McKernan, Legislative Advocate, CT Legal Services:** McKernan voices her support of the bill emphasizing the importance of expanding the definition of family and the idea of safe days to take care of family members.

**Jeniffer Perez-Caraballo, Director of Community Organizing, She Leads Justice:** Perez-Caraballo voices her support of the bill citing the need for justice for those with disabilities and women who are more likely to need sick days as people with illnesses or primary caregivers.

**Cristher Perez, Executive Director, Student Loan Fund:** Perez voices her support of the bill citing the number of workers with student loan debt with no access to sick days. These individuals are under financial stress and are forced to work when they are sick out of fear of falling behind their bills. Perez also believes the 40 hours a year should be increased to 80 hours a year to allow for those who are vulnerable or who have vulnerable family members to hold a job.

**Gretchen Raffa, Vice President, Planned Parenthood of Southern New England:** Raffa voices her support of the bill citing the need for every person regardless of wealth to be able to take care of themselves. Not having paid sick leave pushes capable workers out of the workforce because of their illnesses and causes sicknesses to be spread that could have been contained. Raffa emphasizes the need to expand the definition of family so people with non-traditional families (LGBTQ+) can take safe days.

**Megan Scharrer, Policy Advocacy Manager, Hispanic Health Council:** Scharrer voices her support of the bill citing how people in her community frequently avoid getting medical care because they can't afford to take a day off. Only 11% of CT workers are eligible for sick days which disproportionately impacts people of color and should be expanded so everyone is able to take time off when they are sick.

**Johanna Schubert, Director, CT Hospital Violence Intervention Program:** Schubert voices her support of the bill citing her experiences in health services and how frequently people forgo care they need because of lack of sick days.

**Roger Senserrich, Policy and Communications Director, Connecticut Working Families:** Senserrich voices his support for the bill citing the successes of the previous bill and the benefits of expanding the bill. Senserrich point to data about the original 2011 bill that shows that impacted industries have seen growth and outperformed areas that were not covered under the bill. Senserrich also points to other states that in recent years have passed more expansive version of 2011 bill. Additional data has shown that benefits were not reduced, and productivity went up in the places that were required to give employees sick days.

**Tonishia Signore, Policy Director, She Leads Justice:** Signore on behalf of She Leads Justice voices their support of the bill citing a need to expand sick leave. She Leads Justice believes that sick leave was shown to be vital during the pandemic as if people come into work when sick diseases will continue to spread. She Leads Justice also points out the paid sick leave can be a benefit to companies where they will have to deal with less turnover and won't have to deal with entire businesses getting sick because people can't take time off, along with rises in productivity. She Leads Justice believes that sick days should cover all workers, should have reduced waiting time for accrual and use, include all family structures, have safe days, and protect against future pandemics.

**Irene Skrybailo:** Skrybailo voices her support of the bill citing experiences she has had at markets where sick workers who are handling food are forced to work and potentially spread germs to customers and co-workers.

**Nick Teeling, Advocacy Deputy Director, CT Voices for Children:** Teeling on behalf of CT voices for children testify on their support for the bill citing the impact lack of sick leave can



have on children. Often people without access to early childcare got in trouble at work because they needed to take care of their child, leading to reduced opportunity and potentially pay. With increased sick leave these people will be able to better take care of their children without facing consequences for doing what is best for their kids.

**Michael Thompson, Executive Director, SMACNA, Mason Contractors Association:**

Thompson voices his support for the bill stating that this would advance the collective bargaining agreements in the construction industry and would protect them from shifts in bargaining. Construction workers already have difficulty with sick leave as they are constantly switching jobs as projects start and finish, this would help accommodate their unique schedules and allow them to take time off when they need it.

**Katherine Villeda, Director of Policy, Health Equity Solutions:**

Villeda on behalf of Health Equity Solutions voices their support of the bill citing the need people must recover when sick. Currently in the US people face economic consequences for being sick, which creates problems for the broader economy and disproportionately impacts people with lower income. The US is only one of 3 countries that does not have a national paid sick leave program which have shown to lower disease transmission and increase productivity.

**Stephen Wanczyk-Karp, Executive Director, NASW:**

Wanczyk-Karp on behalf of the NASW voices their support of the bill citing the belief that a sick employee should not be at work. Currently many employees are forced to come in sick which means they are more likely to stay sick longer, spread their illness, and ultimately lower productivity/morale. The NASW points out that right now lack of sick leave low-income and people of color at higher rates and passing the bill would make CT more equitable. Finally, the NASW believes that the bill should have a definition of family consistent with the Paid Family and Medical Leave Act.

**Travis Woodward, President, CSEA SEIU Local 2001:** Woodward voices his support of the bill citing the success of other states with more expansive sick leave bill and the belief that it's time for CT to follow suit.

**Anthony Yoder, Co-Chair, Public Policy Committee ACP:** Yoder voices his support of the bill citing how health outcomes for people with sick leave are significantly better.

**Jess Zaccagnino, Policy Counsel, ACLU-CT:** Zaccagnino on behalf of the ACLU-CT voices their support for the bill because all people deserve an equal opportunity to contribute to society and sick days allows more people to be able too. The ACLU-CT also states that the definition of family should be expanded to allow all individuals to be correctly covered.

**The Following people voiced general support for the bill; many cited their personal difficulties with not having sick leave and the damage it did to them or a family member:**

**Amy Harris  
Wendy Hellekson  
Patrick Hennessey  
Lexy Jackson**

**Alex Johnson**  
**Patricia Lang, Volunteer, AARP**  
**Birlie Lau**  
**Rose Frantz Leadre**  
**Ed Leavy**  
**Jessica Lopez, Domestic Worker, Comunidades Sin Fronteras**  
**Kathleen Moldonado, Community Advocate**  
**Molly Markowitz MD, Chair, CT American Academy of Pediatrics**  
**Eimy Martinez**  
**Jose Martinez**  
**Lori McAdam**  
**Nick Menapace**  
**Alyssa Siegel-Miles**  
**Beatriz Moncada, Domestic Worker, Comunidades Sin Fronteras**  
**Florencieda, Montenegro**  
**Barbara Munck, Volunteer, AARP CT**  
**Laura Nassa, PCA District 1199**  
**Kimberly Chimaka Okeke, Congregational Organizer, Collaborative Center for Justice**  
**Serennia Oprecht, PCA, SEIU Healthcare**  
**Laura Orban**  
**Jennefier Orlando**  
**Yerinia Rivera Parkman**  
**Judith Paz, Domestic Worker, Comunidades Sin Fronteras**  
**Jonathan Perloe**  
**Karen Pineda, Comunidades Sin Fronteras**  
**Jessee Muniz-Poland**  
**Cat Proper**  
**Rose Reyes, Educator**  
**Yerina Rivera Parkman**  
**Jewels Rivera**  
**Iris Rodriguez**  
**Julia Rosenberg, Pediatrician**  
**Angela Rossi, Master of Social Work Candidate, University of Connecticut**  
**Joanne Sabato, Special Education Administrator**  
**Silvia Salinas, Advocate, Connecticut Worker Center**  
**Constanza Segovia, Lead Organizer, Hartford Deportation Defense**  
**Andrea Silber, Medical Oncologist, Yale New Haven Hospital**  
**Ron Silberman, Manager, S&R Associates**  
**Misael Silvas, Comunidades Sin Fronteras**  
**Ashley Sprague, Social Welfare Action Alliance**  
**Elizabeth Stern, Essential Care Giver**  
**Alicia Strong**  
**Susan Subramanian**  
**Alexi Tomassi**  
**Julian Torres, PCA District 1199**  
**Veronica Ubaldo, Organizer, Make the Road CT**  
**Erik Vitaglione**  
**Terra Volpe, She Leads Justice**

**Matthew Walker**  
**Carol Walters, Assistant Library Division Manager, Bloomfield Public Library**  
**Julissa, Lopez, Domestic Worker, Comunidades Sin Fronteras**  
**Veda White, AARP Volunteer**  
**Porsha Winley**  
**Rocio Sartillo, Domestic Worker**

## **NATURE AND SOURCES OF OPPOSITION:**

**Peter Kleyszewski, President, REN Investment Group:** Kleyszewski voices his opposition to the bill stating that he believes it takes discretion away from the employer and it lacks nuance in how small businesses can handle employees taking time off.

**Maureen Lucas:** Lucas voices her opposition to the bill citing the difficulty that small businesses have with extra expenses and is concerned that businesses will have to pay employees medical bills.

**Andy Markowski, State Director, NFIB:** Markowski on behalf of the NFIB voices their opposition to the bill citing concerns over increased expenses from small employers, stating the small employers often already have some sort of medical leave and flexible hours. Additionally, the NFIB is worried that small businesses without HR departments will be unable to handle the administrative requirement of the bill.

**Zachary McKeown, Advocacy Manager, CCM:** McKeown on behalf of CCM asked for clarification for whether municipalities fall under this bill and if they do the CCM is concerned about the bill circumventing collective bargaining. If the bill does include municipalities and overrides collective bargaining the CCM would oppose the bill.

**Allen Nadeau, Chair, Legislation Affairs NEMSA:** Nadeau on behalf of NEMSA voices his opposition to the bill citing concerns over increasing the cost of operating a business and how it will disproportionately affect small businesses.

**Jessica Olander, President, CT River Valley Chamber of Commerce:** Olander voices her opposition of the bill citing the difficulty of applying a one size fits all bill to small businesses who may struggle with the costs and logistics.

**Andrew Parker, President, Hallmark TotalTech Inc.** Parker voices his opposition to the bill over concerns of the cost of an unfunded mandate and challenges that recruiting/staffing firms will face. Parker believes that expanding the program will make businesses in CT less competitive and hurts company's abilities to be flexible. Finally, Parker believes that this bill poses an accounting challenge for companies that do already have one in place.

**Diane Paskiewicz, Practice Administrator, Consulting Ophthalmologists:** Paskiewicz voices her opposition to the bill over concerns that increasing requirements on businesses will make it harder to operate in CT and challenges providing services with expanded sick days. Paskiewicz refers to the difficulties ophthalmologists will have if they don't have proper staffing and believes that a one size fits all policy is not the best way to apply sick days.

**Paul Petrikas:** Petrikas voices his opposition to the bill citing the difficulty for small businesses to meet these requirements and places a one size fits all mandate on businesses who might be better served to have different systems.

**Frank Ricci, Labor Fellow, Yankee Institute:** Ricci on behalf of the Yankee Institute voices their opposition to the bill believing that the regulations are unfair and will be too expensive. Ricci is specifically concerned with strong government forcing businesses to act a certain way instead allowing the work-employer relationship to have a natural balance.

**James Rochford, Chair, Public Affairs Committee Shoreline Chamber of Commerce:** Rochford voices his opposition to the bill stating the costs to employers and trying to use a one size fits all policy.

**Frank Szilagyi, Managing Partner, Szilagyi & Daly:** Szilagyi voices his opposition to the bill citing a one size fits all mandate being damaging for businesses.

**Lisa Thibodeaux, Owner, Tulumieri Associates:** Tulumieri voices her opposition to the bill out of a belief that it is unfair to create a one size fits all policy and concerns on how it will impact small businesses

**Wendy Traub, President, Hemlock Direction Boring Inc.:** Traub voices her opposition to the bill citing a belief that this should fall under voluntary negotiation, employers already offer sick days, and the individual needs of employees change on a case-by-case basis. Additionally, Traub is concerned on the cost this will have on small businesses.

**Darlene Witkowski, President, Bridgeport Tool and Stamping:** Witkowski voices her opposition to the bill citing increased expenses and lack of flexibility.

**Ashley Zane, Government Affairs Associate, CBIA:** Zane on behalf of the CBIA voices their opposition to the bill over concerns on how it will impact small businesses and the removal of exemptions for some industries. The CBIA believes that this will add to the cost of doing business in CT and make the state less competitive. The CBIA is also concerned with the effective date of the bill and does not believe October gives businesses enough time to put the correct systems into place.

**Debbie Esposito:** Esposito voices her opposition to the bill out a belief that the government should not have any influence on employer benefits.

**David Flemming, Director of Policy Research, Yankee Institute:** Flemming on behalf of the Yankee Institute voices their opposition to the bill over concerns of government overreach, lack of fraud prevention, and the cost on small businesses.

**Brooke Foley, Counsel, Insurance Association of CT:** Foley on behalf of the IAC voices their opposition to the bill over concerns about the cost to CT businesses.

**Reported by: Gabriel Marques & Noah Gulla**

**Date: 4/3/2024**