

Bill H208

Tuesday, February 4, 2014, Montpelier Vermont;

I would like to thank the committee for giving me the opportunity to speak today in support of Bill H208. My name is John King, I'm here as a private citizen to voice my opinion and support for Bill H208.

I believe my position can be considered liberal, moderate and a conservative position, I believe this bill is in a unique position to pull together support from all segments of the political spectrum. I believe all employees need to take time off from work because the employee is sick, injured or needs to care for a sick or injured family member, or needs to attend to a family member who has a scheduled preventative routine healthcare appointment.

I believe this bill supports the many low income employees who need the support to take care of themselves and their families.

I believe low income employees are more likely not to have paid time work to care for their health and therefore are more likely to work when sick and injured to avoid losing income

I believe that it is important for employees to have paid time off to be able to take care of their loved ones that are sick. Currently for those that do have sick time, they are not allowed to be able to use it for taking care of their love ones.

I believe when parents take care of their sick children, the children tend to recover much more quickly and experience improved mental and physical health. I believe this is good business to be able to provide this to your employees.

I believe when employees have time off from work and are able to care for their own health and the health of a close family member without sacrificing income, stress and anxiety are greatly reduced. The employer benefits from gaining a more stable productive loyal and satisfied workforce.

I believe employers who provide paid time for healthcare report that their employees do not overuse or abuse the time off. The typical use for pay time off for healthcare is between three and five days even when the amount of pay time is available greater.

In my place of work. I break it down to four parts of the business, the front office, the warehouse, delivery and sales. In 75% of our departments, providing sick days is a soft cost, which means existing employees cover for the person that may be out sick. On our delivery trucks, when we have a person who calls in sick, the supervisor will fill-in for this person. There is a hard cost when we have more than two drivers who call in sick, which occurs rarely.

I have attached an XL report the displays the hourly rates ranging from \$9, up to \$16 an hour. I extended each hourly rate to 30 hours of total amount earned. When you extend one hour earned divided by the 30 hours worked we develop the cost per hour added by implementing a paid sick program.

Please find the added cost if someone used all available time:

- \$9 is \$.30 per hour.
- \$10 is \$.33 Per hour.
- \$11 is \$.36 Per hour.
- \$12 is \$.40 per hour.
- \$13 is \$.43 Per hour.
- \$14 is \$.46 Per hour.

The above is a low cost of investment for a high rate of return for a motivated workforce.

I believe Bill H208 will provide needed support for all types of businesses, successful businesses, moderately successful businesses, and businesses that are struggling, by providing A strong motivated team to ensure their success.

To be a successful in business today, you need to walk in your customer shoes, your employee shoes, and see the world through their eyes. I believe you get what you put into anything in this world, when the employees know you have their back when their down and out, You will encourage a low turnover in a high turnover industry, and you will have a motivated team to grow your business.

Best regards,

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2012 Dean C. Davis Outstanding Business of the Year

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