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Date: 03/16/2016 10:44 PM

To: [hhead@leg.state.vt.us](mailto:hhead@leg.state.vt.us)

Subject: Opposition to H867

March 15, 2016

Helen Head  
Chair, House General Affairs Committee  
The State House  
115 State Street  
Montpelier, VT 05633

Dear Representative Head,

I am writing to you to express concern regarding the new statutory definition of independent contractors proposed in H 867. UPS proudly employs approximately 671 workers in Vermont to whom we provide competitive wages as well as industry leading health and welfare benefits. We are concerned about the unintended consequences of the language in H 867 which would significantly loosen the worker classification laws in Vermont and create opportunities to “paper the file” to claim contractor status rather than looking at the true relationship of the parties. It will result in fewer workers being covered by workers’ compensation and unemployment benefits which pushes workers from the workplace safety net to the government safety net where the bill is footed by taxpayers when they get injured or lose their jobs.

As an employee based company, we feel this would create an unlevel competitive playing field for companies that are following the law and appropriately categorizing their workers as employees. We are not against the legitimate use of contractors. However, we are concerned that making it easier for a company to misclassify a worker as an independent contractor, benefits companies who substantially control their workers but want to improve their own bottom line at the expense of their workers by not providing workers' compensation and unemployment coverage. The state needs to understand the total impact to the state as contributions to workers’ compensation and unemployment funds decrease but claims for the state-provided benefits increase.

I would welcome the opportunity to discuss the matter further at your convenience and I ask you to please share this letter with the other members of your committee. Thank you in advance for your consideration.

Sincerely,  
*M Giuffre*

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