

Dear members of the House State, Civic, Military, & Veterans Affairs Committee,

We, the undersigned, urge you to vote No on House Bill 1130 and protect hardworking Coloradans and small businesses.

In the 2020 legislative session, Senators Steve Fenberg and Jeff Bridges, Former Speaker KC Becker, and Representative Yadira Caraveo passed The Healthy Families and Workplaces Act to allow sick Coloradans to stay home from work without losing wages. Governor Polis signed this landmark bill into law, and it took effect for all employees on January 1, 2022, but House Bill 1130 would roll back this critical policy.

Passing House Bill 1130 will only create confusion for small business owners and take away a benefit that hundreds of thousands of Coloradans have been earning since the beginning of the year. Before Colorado passed this legislation, more than 40% -- nearly half -- of hardworking Coloradans were not able to earn a single paid sick day.

To address the concerns of small business owners, a 12-month implementation delay was included in the original legislation for businesses with 15 or fewer employees to give them time to comply. Reversing this policy now will only hurt small businesses, our economy, and take peace of mind away from hundreds of thousands of employees who now have paid sick leave.

We have learned many hard lessons during this crisis -- and one of them is that the success of Colorado's economy is tied to the health of our hardworking small business owners and their employees. To keep our communities healthy and keep our businesses open, Colorado needs people that work for any size business to be able to stay home when they are sick -- especially when it comes to Coloradans who have contracted COVID-19.

Please vote no on House Bill 1130.

Thank you for your consideration,

Last Name	First Name	Zip Code
Abbott	Robert	80439
Abbott	Warren	81504
Ackerman	Bruce	81403
Adams	Wendy	81416
Adler	Douglas	80829
Aevum	Josh	80906
Allen	Roberta	80021
Allen	Mark	80138

Alsharhan	Jaser	80206
Anderson	Lois	80113
Anderson	Meredith	80234
Aponte	Mercedes	80246
Armbruster	Beth	80027
Armstrong	Eugene	80917
Austin	Mavis	80033
Avant	Laura	80207
Avery	Diana	80905
Avery	Sara	80026
Avritt	Theresa	80023
Bader	Claudia	80654
Badri	Zina	80214
Baldwin	Gail	80909
Baranowski	Christine	80503
Baruth	Barbara	81637
Baulsir	Jan	80020
Baum	Laura	81402
Beazer	Clair	80229
Beers	Sharon	80127
Bennett	Sarah	81131
Bermingham	Britt	80205
Bernacchi	Tina	80128
Black	Sherry	80233
Blanck	Leona	80325
Blubaugh	Kim	80010
Boerer	Carol	80501
Bono	Roberta	80017
Borges	Kent	80904
Borrelli	Silvana	80113
Bowen	Lisa	80304
Brehio	Cale	80521
Broadbent	Dawn	85635
Brock	Adrian	80910
Bronstein	Deborah	80303

Brown	Nancy	80219
Burke	Lynn	80905
Burlason	Cynthia	80904
Bushnell	Martha W	80027
Carnein	Carl	80816
Carney	Theresa	80909
Carr	Kathleen	81413
Carr	Richard	80538
Chamberlin	Dorothy	80905
Chamberlin	Richard	80905
Chamorro	Anne	80922
Chapman	Melissa A	80132
Christian	Kathryn	81501
Christianson	Shelley	80005
Ciarrusta	Mary	80621
Clark Jr	James	80911
Clark Reeves	Vicki	80019
Coker	Pamela	81001
Coleman	Nancy	81647
Conner	Kathleen	80247
Corsover	Harry	80129
Cox	Gary	80026
Craddock	Barbara	80916
Crouse	Sue	80301
Crowley	Lawrence	80027
Curry	Michelle	80011
Curtis	Connie	80205
Cushman	Debbie	80304
Dalzell	Sheila	80021
Danby	Diane	80504
Darnell	Patricia	80227
Davis	Betsy	80125
Dawson	John	80015
DeHart	Joanne	80031
DeLeon	Valerie	81004

Devore	John	80538
Donaldson	Marcy	80247
Donnaway	Joan	81326
Doolan	William	80439
Doyle	Chris	81507
Dufresne	Lisa	80521
Duhanova	Bronya	80915
Duin	Barbara	81147
Dumont	Lynette	80401
Dunbar	Miriam	81328
Dye	Tara	80435
Ehrlich	Barbara	80013
Elliott	Kay	80013
Erger	Bri	80207
Falconi	Gloria	80126
Felt	Matt	80030
Fowler Roberts	Patricia	80504
Frederick Law	Kim	80631
Friar	Susan	81428
G	V	80238
Gagne	Jeanmarc	81301
Gallegos	Sal	81004
Gardner	Melissa	80026
Garifi	Catherine	80241
Gerfin	Allison	81418
Gibson	Della	80026
Gillis	Jennifer	81212
Gòmez	Janeth	87123
Goodman	Beverly	80218
Gordon	Deborah	80537
Gordon	Renee	80016
Green	Sharon	80019
Griffin	Lynne	80017
Guendelsberger	Debra	80907
Guerra	Becky	80005

Gurka	Janet	81504
Hall	Edward	81601
Hall	Janice	80465
Hallam	Kent	80917
Hamilton	Wildrose	80512
Hammond	Gretchen	80247
Hankins	Jess	80644
Hanson	Edward	80022
Harmon	Robin	80526
Harris	Jim	81526
Hartnett	Dannielle	80229
Hashimoto Campbell	Lynne	80918
Hein	Heather	80524
Hinton	Lora	80501
Hogan	Susan	80403
Holm	Al	80138
Holzberlein	Richard	81063
Hopkins	Leith	90906
Horton	Amy	81005
Huckaby	Shawn	80537
Hull	Cynthia	80917
Hunter	Joan	80504
Hurley	Ken	80643
Hvoslef	Erik	81201
Ingle	Maggi	80011
Izzo	Martha	80439
Jaimet	Elizabeth	80234
Jolly	Brad	80603
Jones	Brian	80012
Kanarish	Michael	80209
Kennedy	Christy	80601
Kennedy	Jan	81413
Klatt	Herman	80233
Kob	Tricia	80526

Kokaska	Laura	80538
Krager Gregg	Dixie	80537
Kratohvil	Nancy	80232
Kreger	Jill	80528
Law	Lindalee	80218
Lawson Fruit	Debbie	80601
Leffler	Gary	80537
Letsinger	Salana	80231
Levy	Abigail	80246
Line	John C	80923
Lolmaugh	Crystal	80010
Lomas	Leslie	80304
Louis Tomlinson	Teresa	80433
Lowe	Tanya	80833
Lucero	Joe	81004
Lucero	Ron	80031
Luckett	Colleen	80210
Madison	Stephanie	80465
Mahan	Lynne	80917
Maldonado	Kelly	80232
Manask	Stephanie	81401
Martinez	Miriam	80501
Mays	Kathleen	80734
McDade	Donna	80435
McGhee	Patrick	80209
McMillan	Herbert	80917
Menges	Soraya	81611
Mika	Gaia	80304
Mikkelson	Debbie	80909
Miles Allen	Dee	91911
Miller	Jack	80027
Moon	Diana	80231
Myhr	Sally	13440
O'Connell	Carole	80909
O'Neill Dennis	Karen	80487

OBrien	Ann	80303
Parsons	Michael	81020
Peluso	Shama	80017
Pereira	Sheila	80907
Peterson	Tami	81004
Petrosian	Karina	80016
Petrucci	Natalie	80013
Piper	Susan	80401
Pope	James	80205
Porter	Vicki	80103
Prairie	Anne	80303
Quinn	Sherry	80920
Quintana	Jason	80538
R	M	81005
Raffa	Jeanne	80033
Ramirez	Tame	80401
Rand	Tricia	80247
Rausch	Janie	80210
Reece	Rozlyn	80015
Refuerzo	Fredda	80260
Reid	Katie	80134
Rice Kind	Karen	80026
Rich	Catherine	80863
Richards	Katie	80439
Richards	Jessica	80126
Richardson	Peggy	80305
Roberts	Sonya	81401
Roberts	Cynthia	80920
Rochardt	Laurie	80540
Rodgers	Curtis	81503
Rodriguez	Patricia	80031
Romero	Rhonda	80033
Romero	Sue	80123
Rose	Riese	80305
Ruffin	Rhonda	80224

Ruhs	Alison	80129
Rynders	Lynette	80136
S	Mat	80210
S	Kristin	81323
Saint Gemme	Vicki	80231
Salazar	Edwina	80501
Saucedo	Juan	81054
Schultz	Arnold	80012
Schwartz Parker	Amy	81301
Scott	Deborah	80916
Sena	Quinn	80005
Sena	Sharon	80005
Shade	Susan	80524
Shaffer	William J	80909
Sheldon	Patti J	80224
Shortridge	Sheri	80122
Sinclair LyBarger	Vivian	81504
Sippel	Pam	80138
Snyder	Kristina	80227
Sokolik	Irina	80304
Sparks	Holly	80863
Spengler	Melissa	81001
Spicer	Lynn	80206
Stagnitta	Gayle	80012
Stahlberg	Elena	80238
Stainton	Virginia	80305
Stein	Marc	80132
Stern	Frances	80237
Stimely	Sarah	80525
Stoll	J K	80123
Stratman PhD	James	80204
Sweitzer	Kim	81230
Templeton	Bonnie	80537
Thatcher	Valerie	81004
Towne	Gene	80134

Trindle	Carolyn	80026
Tripp	Barbara	80524
Tripp	Tom	80524
Tuomey	J	81303
Turley	Jenny	80621
Valacek	Beatrice	80027
Vallejos	James	80010
Vandertie Nevins	Victoria	80210
VanHook	Jessica	80228
Von Feldt	Margaret	80010
Waite	Judith	81023
Walls	Sherley	80525
Ware	Eleanor H	80017
Welch	David	80206
Wells	Susanna L	80002
Werstein	Paul	80903
Wettstein	James	80751
Whalen	Martin	80218
Whisler	Mary C	80305
White	John	81506
Wilks	Belinda	80807
Williams	Victoria	80220
Williams	Paulette	81226
Willis Kemp	Patricia	80106
Windsor	David	81224
Wohl	Kenny	81625
Wolfe	Erin M	80026
Wonstolen	Judith	80104
Wylie	Doug	80004
Wylie	Mary	80004
Young	Ronald	80634

House State, Civic, Military, & Veterans Affairs
 02/07/2022 01:30 PM
 HB22-1130 Exception To Employer Sick Leave Requirement
 Typed Text of Testimony Submitted

Name, Position, Representing	Typed Text of Testimony
<p>Muhammad Choudhry For Self</p>	<p>Dear Honorable Committee members, i am a Aurora Colorado resident and a business owner in Greeley Colorado.</p> <p>This Covid sick pay requirement is not fitting well with small business owner with less than 50 employees for many reasons. just to list a few,</p> <p>1- Already increased wages, it cost us a lot to make the payroll.</p> <p>2- There is no more federal tax rebates available for covid sick pay anymore. those federal rebates expired in September 2021. There is no financial help to pay for this from State of Colorado.</p> <p>3- Not only it is a heavy financial burden on us business owner now, this bill has lots of flaws such as, No medical verification required if employee is really sick, on top of we have to pay if their family members are sick, while those family members maybe taken care of by other family members who may also be getting paid by other employers for same reasons they want to get paid from us. Too many bogus loop holes. Employees out there are abusing this Covid sick pay options.</p> <p>4- This Covid sick pay requirement is so flawed, here is a scenario, If All employees call in sick stating that, we all got covid or may have covid, Employers have no choice but to pay and close the doors and fail the business due to sales loss and financial losses to pay for bogus and fake covid sick pay because there is no verification or doctors note required.</p> <p>5- Due to this flawed sick pay bill and risks, I personally am not hire at my business, am not considering opening another location as i was planing.</p> <p>Honorable committee,</p> <p>Small business suffered hugely in sales revenue losses, let alone to increase our expenses and burden to pay under this and VERY FLAWED covid sick pay requirement.</p> <p>This bill is bad for Employers, Bad for small Business, Bad for growth, Bad for Colorado. Because i am experiencing it first hand in real life.</p> <p>Muhammad Choudhry F&S Petroleum INC</p>

	<p>101 E 22ND ST Greeley CO 80631 720-352-9002</p>
<p>Mollie Steinemann For Colorado Restaurant Association</p>	<p>Good afternoon Mr. Chair and members of the House State Affairs Committee, I'm writing to you on behalf of the Colorado Restaurant Association in support of HB22-1130. Since the passage of the Healthy Families and Workplaces Act, small, locally-owned restaurants have been struggling to keep up with paid sick leave after two years of suppressed business due to the pandemic. This bill would allow a reasonable exemption for the smallest of restaurants to allow them to continue to recover without the continual increasing overhead of paid sick leave. Please reach out if you have any questions. Mollie Steinemann Manager of Government Affairs (303) 350-0296</p>
<p>Julie Reiskin Against Colorado Cross-Disability Coalition</p>	<p>Members of the Committee: Thank you for allowing written testimony. My name is Julie Reiskin and I am testifying in opposition to this bill.</p> <p>I am an Executive Director of a small nonprofit. While we have over 16 employees now, for most of our existence we did not. If the pandemic taught us anything it is that it hurts all of us and our productivity when people come to work sick. If we do not pay for time off, people will come to work sick. What might be a mild illness to one person can be life threatening to another. We want to make working for small businesses and nonprofits attractive and having mandatory paid sick time is a way to do this.</p> <p>I understand that this bill does not prohibit each small employer from offering paid sick leave, but it really helps those who do if everyone is following the same rule book.</p> <p>We have offered paid sick leave well in excess of the requirement by state law since our inception in 1990. Yes, sometimes people have to do extra to cover for colleagues. However, they know that when they are ill the courtesy will be extended to them. We have very low turnover even though our salaries are not great. People appreciate knowing that we care about the health of our employees and their families.</p> <p>Repealing the requirement for the many Coloradans that work in small businesses and nonprofits would send the wrong message to these valuable employees. If a tiny nonprofit can make it work, anyone can make it work.</p> <p>With respect</p>

	Julie Reiskin Executive Director Colorado Cross-Disability Coalition
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