

April 21, 2016

Judiciary Committee  
Colorado House of Representatives

**Re: House Bill 16-1347,**

Dear Committee Members,

My name is Cassie Burlison and I am contacting you to express my support for House Bill 1347, and to urge you to support the bill as well. I am unable to attend the hearing, not being able to take the time from work.

Unfortunately, my story is one that many young people share. I was so excited when I began working for a nursery that provided vegetable and flowering plants to multiple store locations like Home Depot and Costco. I was eager to work and eager to learn. It was seasonal work so my hours varied as the season went on. At first, I was working 40-50 hours a week and sometimes driving to 2 stores each day to stock them with plants. My day usually started at 6 a.m. to 4 p.m. I didn't mind the work. I was glad to get as many hours as I could. I initially believed I was getting paid for all my hours. Once my hours turned into 50-60 hour weeks, staying as late as 8 p.m. and traveling to sometimes all 6 stores, did I take a closer look at my paychecks. I noticed that I was not getting paid for my travel time, only for the hours I was actually at the stores. Some days I would be traveling 1 to 2 hours a day, just getting from store to store. When I asked them about those hours, they said they didn't consider that work time. I do not agree with them, since getting from one store to another was required in order to do the job. I then asked about mileage reimbursement. Sometimes they would pay and sometimes they wouldn't. They cheated me of approximately \$300 in mileage reimbursement alone. I'm sure they cheated me of much more for the travel time.

This bill, if passed, will protect workers like me, who are just starting out in the workforce, from getting cheated of their pay. I now understand that companies who violate these types of labor laws use the excuse of it being a "trade secret". How can

stealing from your employees be a business trade secret? It may be a secret, but it's a criminal secret.

Thank you Mr. Chairman and committee members for the opportunity to have my statement read before you today. Should you have any questions feel free to contact me at (832) 495-8544

Sincerely,

Cassie T. Burleson

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