



Via Email

September 21, 2018

The Honorable Douglas A. Bullock  
Albany County Legislature  
112 State Street  
Albany, New York 12207

RE: Local Law "C" for 2018 - The Albany County Paid Sick Leave Act

Dear Legislator Bullock,

The Capital Region Chamber, representing more than 2,400 area businesses and organizations that employ more than 150,000 area residents, has reviewed the latest available version of the above referenced proposed local law. Please be advised that even in its amended form we remain strongly opposed to this proposal.

The Chamber has communicated its position on this proposal to the Legislature on several occasions. I am now attaching a list of some concerns regarding specific sections of the proposal for your consideration. I must highlight a concern of immense importance. The proponents of this proposal state that it will assist victims of domestic violence and their family members. Yet, Section 5 is drafted in such a way as to allow an employee who is the victimizer of a family member to avail themselves of the benefits provided under this proposal. We fear, that since the wording in Section 5 is so broad and does not provide a specific provision to prevent such a scenario, negative and unintended consequences will result.

The amendments that have been put forth have done little to address the concerns of the Chamber and our members, both for-profits and non-profits. Consequently, our Memorandum in Opposition and the petition in opposition to this proposal, signed by hundreds of for-profit and non-profit employers, remain in place and are attached.

Some proponents of this proposal have suggested that large corporations either already provide the proposed benefits or can afford to provide these new benefits. While this may or may not be true, please be advised that the vast majority of employers that have expressed strongest opposition to this proposal are in fact small businesses and non-profits. I am attaching these comments.

It is important to note that the proponents of this proposal claim that there will be little or no cost for employers to provide the proposed benefits. The Chamber strongly disagrees with this claim. In fact, we need only provide two examples to demonstrate that these claims are inaccurate. According to David Brown, President & CEO of the Capital District YMCA, if this proposal were to pass, there would be an additional cost of \$500,000 in Albany County alone to the Capital District YMCA. This would cause the

At the Center of New York's Tech Valley  
[capitalregionchamber.com](http://capitalregionchamber.com)

ALBANY OFFICE

5 Computer Drive South | Colonie, NY 12205-1608  
518.431.1400

SCHENECTADY OFFICE

1473 Erie Boulevard | Schenectady, NY 12305-1505  
518.431.1400

YMCA to reduce financial assistance to those who need it the most and pass this increased cost on to families. According to Charles Guptill, owner of Guptill's Arena and Guptill's Coney Express Ice Cream, this proposal would cost his fourth-generation family owned business \$160,000 annually. This added cost could jeopardize Mr. Guptill's seasonal business that employs youth in Albany County.

Thank you in advance for your consideration of the Chamber's perspective on this proposal.

Sincerely,

A handwritten signature in blue ink, appearing to read 'T.J. O'Connor', with a long horizontal flourish extending to the right.

Thomas J. O'Connor  
Vice President, Government Relations

Attachments

cc: Members of the Law Committee





## Concerns Regarding Proposed Local Law “C” for 2018 – The Albany County Paid Sick Leave Act

### Section 1. Legislative Intent

The Chamber takes issue with the Legislature’s finding that 40% of workers in Albany County lack access to paid sick leave. This finding is based on the Institute for Women’s Policy Research analysis of 2010–2012 NHIS and 2010-2012 3-year IPUMS ACS. It should be noted that many employers have implemented Paid Time Off (PTO) policies which cover several types of employee leave, including paid sick time. The Chamber is concerned that PTO was not captured by the data upon which the Legislature is relying. Since this data is clearly out of date and may be incomplete, we strongly recommend that the Legislature provide the public with current and complete Albany County specific data prior to making such a finding.

The Chamber takes issue with the Legislature’s finding that some employees are without any protection from losing their jobs or facing workplace discipline when they use the paid sick time they earn. This finding has been put forth without the providing the public with the specific data used in making this determination.

The Chamber takes issue with the claim that this mandate will be implemented in a manner that is feasible for employers. The Chamber believes that this proposal cannot be implemented in a manner that will be both practical and without tremendous cost to employers.

The Chamber believes that the County must provide the public with the fiscal impact of implementing this proposal.

### Section 3. Definitions

The Chamber is concerned that the definition of “Agency” has not been given more clarity and specificity.

The Chamber is concerned that the definition of “Family member” is overly broad and as a practical matter could apply to almost any individual.

The Chamber is concerned that the definition of “Paid Sick Leave” for the purposes described in Section 5 is overly broad and goes beyond what is normally associated with such a benefit.

### Section 5. Use of Paid Sick Time

The Chamber believes that this section has been poorly drafted and would allow unintended consequences if enacted. As drafted, subsection A) 4) would allow for an employee who is the victimizer of a family member to avail themselves of the benefits provided under this local law since this subsection does not provide a specific prohibition against such use. This subsection must include a specific prohibition that would bar the use of these benefits by a victimizer.

### Section 10. Enforcement

The Chamber believes that the penalties for violating the provisions of this proposal are excessive.

**Note:** This is not an all-inclusive list of the Chamber’s concerns. It is provided to highlight some of our specific concerns. The Chamber is strongly opposed to this proposed mandate.



## MEMORANDUM IN OPPOSITION

Proposed Local Law No. "C" for 2018

By: Messrs. Bullock, Reinhardt, A. Joyce, Fein, Higgins, Clenahan, Mss. Lekakis, McLean Lane, and Cunningham

### "The Albany County Paid Sick Leave Act"

#### A LOCAL LAW TO PROVIDE PAID SICK TIME TO QUALIFIED EMPLOYEES WITHIN ALBANY COUNTY

The Capital Region Chamber, representing more than 2,400 area businesses and organizations that employ more than 150,000 area residents, strongly opposes proposed Local Law No. "C" for 2018 which would require paid sick leave to qualified employees within Albany County.

Growing private sector jobs is key to Albany County's economic future. Imposing new regulations and mandates on employers, such as this proposed "Albany County Paid Sick Leave Act", have costs and are an impediment to attracting, retaining and growing jobs. The Chamber's longstanding position is that employers are best suited for determining the terms and conditions of employment, including benefits such as paid sick leave, based on the individual employer's financial condition, business sector and competitive position.

The Chamber believes that if this proposal was enacted, Albany County's economy would be stifled, job creation would decline, and Albany County businesses would be at a competitive disadvantage. We also must not ignore the impact that this proposal will have on consumers and taxpayers. Albany County businesses will have no choice but to reduce their workforce and/or pass on the cost of this new mandate to consumers. This proposal will cause some businesses to close and force some consumers to other surrounding counties. This will without question reduce Albany County's sales tax revenue. In short, this proposal will negatively impact the county, businesses, taxpayers, consumers and job seekers.

Albany County's for-profit and non-profit employers cannot sustain another costly mandate. The Chamber strongly encourages Albany County to pursue policies that make it more competitive and lead to job creation. Additional mandates, such as this proposal, would move the county in the wrong direction.

For the above stated reasons, the Capital Region Chamber strongly opposes this proposed local law.

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#### ALBANY OFFICE

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# PETITION

## To the Albany County Legislature

We, the undersigned employers, strongly oppose Proposed Local Law No. "C" for 2018, the Albany County Paid Sick Leave Act.

Growing private sector jobs is key to Albany County's economic future. Imposing new regulations and mandates on employers, such as this proposed paid sick leave, have costs and are an impediment to attracting, retaining and growing jobs. Albany County's private for-profit and non-profit employers cannot sustain another costly mandate. If enacted, this proposed local law will force some of us to close our doors.

Employers are best suited for determining the terms and conditions of employment, including benefits such as paid sick leave, based on our financial condition, business sector and competitive position.

If enacted, this proposal will hurt our economy, reduce jobs and effectively lower Albany County's sales tax revenue. This proposal is bad for businesses, bad for taxpayers, bad for consumers and it's bad for Albany County.

We encourage Albany County to work on policies that make the county more competitive and grow jobs. Additional mandates, such as this costly paid sick leave proposal, would move Albany County in the wrong direction.

We respectfully request that you support Albany County's continued economic stability and job growth. This mandated paid sick leave proposal, in any form, must be rejected.

Respectfully Submitted By:

A. Phillips Hardware

AAA Furniture

Accent Healthcare Services

Ahmed Khan Holdings

Albany Fire Extinguisher Sales & Service, Inc.

Albany Jewish Community Center

Albany Marriott

Albany RMI

Allstate

Ambient Environmental, Inc.

Ambrose Electric

American Energy Care

America's Best Cleaners

Anchor Agency, Inc.

The Anderson Group, LLC

Ardent Mills, LLC

Association Development Group, Inc.

Aurora, Inc.

B. Lodge & Co.

Baker Public Relations

Bard & Baker, LLC

Benchmark Business Group, Inc.

Best Cleaners

Bestpass, Inc.

Bonacquisti Brothers Construction

Book House of Stuyvesant Plaza  
Boys & Girls Clubs of Albany  
Bradley Agency, LLC  
Bruns Realty Group, LLC  
BST & Co. CPAs, LLP  
BurgerFi  
Burger 21  
Burke & Casserly, P.C.  
The Business Brokerage Group, Inc.  
The Business Council of NYS, Inc.  
Business Operational Success Systems, Inc.  
Business Partners Forms and Systems, Inc.  
Business Services Corporation  
The Calareso Law Firm, PLLC  
California Closets  
CAP COM Federal Credit Union  
Capital District YMCA  
Capital Region Builders Owners and Managers Association  
Capital Region Chamber  
Capital Tint and Graphics, LLC  
Capitol Hill Management Services  
CBRE-Albany  
Cecunjanin  
CEN Enterprises LLC  
Center for Disability Services  
Center Square Wine & Spirits  
Centurion Business Machines

The Century House  
Cole's Collision Centers  
The College Advisor of New York, Inc.  
Colonie Center  
Colonie Youth Center, Inc.  
Community Resource Federal Credit Union  
Complete Network Support  
Complexions Spa for Beauty & Wellness  
Cornerstone Building Corp.  
The Costumer  
Couch White, LLP  
Crisafulli Bros. Plumbing and Heating Contractors, Inc.  
Crossgates Mall  
The Dartmouth Company  
Deily & Glastetter, LLP  
The Desmond  
Different Drummer's Kitchen, Inc.  
DirectAdvisors  
Discover Schenectady  
Don's Moving & Storage, Inc.  
dp An American Brasserie  
Drama Kids of the Capital Region, LLC  
The Dutch Pot, LLC  
Eastern Heating & Cooling  
Edleez Tobacco  
El Mariachi Mexican Restaurant  
Electrical Instrumentation and Controls, Inc.



Elevate Cyber, LLC  
EMI Guide Rail, LLC  
Empire Education Corporation  
Empire Financial Advisors, Inc.  
Empire Real Estate  
Empower Mortgage, LLC  
Empress Travel  
Evoke Style  
Excel Aquatics  
Family & Children Services of the Capital Region, Inc  
Fast Eats, LLC  
Frank Murken Products  
Full Circle Fitness-NY, LLC  
Fusco Personnel, Inc.  
Galesi Group  
Genesys Consulting Services, Inc.  
Greater Capital Association of REALTORS  
Guptill's Arena  
Guptill's Coney Express Ice Cream  
Harrison & Burrowes Bridge Constructors, Inc.  
Hart Alarm, Ltd  
Head to Tail  
Helping Hands@Home, LLC  
Heritage Home for Women  
High Voltage Electric Service, Inc.  
Higgins, Roberts, & Suprunowicz, PC  
HMS Agency, Inc.

Hoffman Car Wash  
Hoffman Development Corp.  
Hoffman Warnick LLC  
Holiday Inn Express and Suites  
Home Helpers  
Hometown Health Centers  
Homewood Suites  
The Hot Yoga Spot  
The Howard Group  
HR One Consulting, Inc.  
Inova, LLC  
Interfaith Partnership for the Homeless  
Interim HealthCare  
iSmile Studios  
J. H. Bennett, Inc.  
Jack's Oyster House  
Janitronics, Inc.  
Jan-Pro of the Capital District  
JDog Junk Removal & Hauling, LLC  
Jiffy Lube  
Jimco Painting  
John R. Zongrone Agency, Inc.  
Kerker & Gleeson, PC  
Kevwilli Home Inspections, LLC  
Kinderhook Bank  
Kurver Kreme  
Lavelle & Finn, LLP

Lee Audio 'N Security, Inc.  
LegalShield  
Leroy Holding Company  
Leukemia & Lymphoma Society  
Lia Auto Group  
Lifetime Plastics Corp./Miron's for Floors  
M+W Goup  
MAC Equipment, LLC  
Macaran Printed Products  
The Maids  
Marra's Pharmacy  
Marrello Restaurants & Catering  
Marvin and Company, PC  
Mazzone Hospitality  
The Melting Pot  
Merriam Insurance Agency  
M/E Engineering, PC  
Mohawk Global Logistics  
Mohawk Hudson Humane Society  
NAI Platform  
Nathan Office Interiors, LLC  
NBT Bank  
New York State Restaurant Association  
Nigro Companies  
Nine Pin Ciderworks, LLC  
North40 Real Estate, LLC  
Northeast Health and Seton Health Foundations



Northeast Network Solutions  
Northeastern Fine Jewelry  
Northeastern Retail Lumber Association  
Northern Rivers (Parent organization to Parsons Child & Family Center)  
Northwestern Mutual  
Oliva! Gourmet Olive Oils & Vinegars  
Omni Development Company  
Orangetheory Fitness  
Our Daily Eats, LLC  
PayPrep, Inc.  
PBR Graphics, Inc.  
Peaches Café  
Peter Harris Clothes  
Picotte Companies  
Pinnacle Human Resources, LLC  
Pioneer Bank  
Plaza Fitness Performance  
PM Schenectady, LLC  
Premiere Transportation  
Price Chopper / Market 32  
Repeat Business Systems  
Restaurant Operators Cooperative  
Rhino Equipment Sales and Service, LLC  
Right Way Driving Center, Inc.  
Ring Around The Spectrum  
Roma Foods  
Rose & Kiernan, Inc.

The Rosenblum Companies  
Rueckert Advertising & Public Relations, Inc.  
Rumors Salon and Spa  
Salt Den  
Sames Media Group  
Sandler Training of the Greater Capital Region of New York  
Sano-Rubin Construction Services, LLC  
Saratoga Human Resources Solutions, Inc.  
Scarboroughs Restaurant  
Schaefer Media  
Scheiberling, Rogan & Maney  
Schuyler Companies  
Schwartz Heslin Group  
Scotia Wines and Spirits  
Secure Solutions, LLC  
Security Plumbing & Heating Supply, Co.  
Selkirk Warehouses  
ServiceMaster of Upstate New York  
Shaker Ridge Country Club  
Shalimar  
Simmons Machine Tool  
SimplyThick  
Smashburger  
Sommers & Magilon, Inc.  
Spectrum Environmental Associates, Inc.  
St. Catherine's Center for Children  
ST Premier Training

St. Paul's Center  
Staff Ciampino & Company, PC  
The Standard Restaurant & Lounge  
Stewart's Shops Corp.  
Straight Line Industries, Inc.  
Studio136  
Stuyvesant Plaza  
Sunmark Federal Credit Union  
Sunrise Management and Consulting  
T.M. Byxbee Co, CPAs  
Taconic Biosciences  
Tangora Technologies, Inc.  
Teal Becker and Chiaramonte, CPAs  
Tech Valley Office Interiors  
Ten Eyck Group  
ThielGroup, LLC  
Thomas Pest Services  
TL Metzger & Associates, LLC  
Tops American Grill, Bakery & Bar  
TransTech Systems, Inc.  
Tri-City Manpower, Inc.  
Tri City Rentals  
Tri-City ValleyCats  
Trojan Leisure Products, LLC/dba Radiant Pools  
UltrePET, LLC  
USHealthTests  
Vanguard-Fine



Vent Fitness

Veterans Miracle Center

Videos For Change Productions

Welt, Gabriels & Schunk, LLP

Wendal Wendonie

White Lake Music & Post

Wilcar Insurance Agency, LLC

The Works Auto Center

Yono's Restaurant

Zaluck & Halstead, LLP

Zeem Solutions



## Comments from For-Profit and Non-Profit Employers

RE: Albany County's Proposed Local Law No. "C" for 2018, "The Albany County Paid Sick Leave Act"

**A. Phillips Hardware** I offer my employees a competitive benefit package that is within my ability. This would force me to alter other benefits I currently offer in order to be able to afford this new option.

**Accent Health Care Services** I strongly oppose the proposed 9 day sick pay for Albany County, it should be the discretion of the employer as to what is acceptable for sick call. We are dealing with home bound clients who rely on our staff showing up to provide them with care.

**Albany Fire Extinguisher Sales & Service, Inc.** I oppose this proposed mandate. Employers must already follow State & Federal employment guidelines. It is not the role of local government to decide what benefits a private business must offer its employees.

**Albany Marriott** This proposed law is an outrageous demonstration of the government interfering in private sector employment.

**Association Development Group, Inc.** I am an Albany-based woman-owned business that employees 34 employees. My company could not sustain itself under this proposed law. I have also worked with non-profit organizations for over 30 years; and can tell you first hand, this would devastate the non-profit organizations that reside here in Albany County.

**Aurora, Inc.** We strongly oppose Albany County's proposed Paid Family Leave Act.

**Baker Public Relations** Keep driving private small business out! This is a disgrace. As a small business and someone who continually invests in my people and company, this will have a negative impact on the agency and our future.

**Best Cleaners** Added complexity. Removes ability for employers to compete for employees with attractive wage and benefit packages. Further diminishes businesses ability to be nimble and flexible in the face of changing economic patterns and competition with Amazon type companies.

**Bestpass Inc.** We are a growing company in Albany county that provides great benefits to our employees. Being 'mandated' to provide another specific bank of time will impose an additional administrative burden on our organization.

**Bonacquisti Brothers Construction** It will add another burden to the cost of doing business in Albany county, we do not need the legislature trying to run our business, as a company we already offer competitive benefits, time off and wages. this is not necessary and is costly in a very competitive market

**Bruns Realty Group, LLC** This is yet another burden placed on small business!!!

**California Closets** We already provide sick leave to be a compete for the best employees. Government needs to let the free market handle this issue.

**Capital Region Builders Owners and Managers Association** On behalf of the Board of Directors for the Capital Region BOMA organization please find our opposition to the proposed Act. Thank you.

**Capital Tint and Graphics, LLC** Enacting this proposal will encourage businesses to locate outside of Albany County. Government should not impose mandates on employers. There are too many regulations which negatively affect small businesses already.

**Capitol Hill Management Services** Obviously advanced by government representatives that have never run business or have any understanding of the reality of creating jobs and supporting infrastructure allowing government to collect tax dollars.

**Center Square Wine & Spirits** This Is Ridiculous! how can any small business with 2 employees be able to handle this....

**Centurion Business Machines** My company already offers paid sick time to my employees because I fully understand that from time to time sick time is needed. However, requiring a company to offer almost 9 (8 hour) days a year to a full-time employee is excessive and in my opinion, places an unfair burden on any company.

**The College Advisor of New York, Inc.** I am strongly opposed to this proposal. It would force me to charge my clients more money which is not beneficial to anyone.

**Colonie Youth Center, Inc.** The majority of our workforce are part-time teens and college students who provide school-age childcare to over 750 families in the Town of Colonie. Many work less than 12 hours a week. In order for us to provide paid sick leave it would force us to have to raise our rates which will put tremendous financial pressure on our working families. This is one more mandate that we simply do not need.



**Community Resource Federal Credit Union** If I understand the proposal correctly, we already comply. My concern is with the business owners who may locate out of Albany County as a result. If sick time is important to someone, they can seek employment with a company offering what they need.

**Complete Network** These small business mandates are unnecessary and costly. The discourage continued investment in doing business in Albany County.

**The Costumer** This proposal is rife with unintended consequences. We are a highly seasonal business, that relies upon part time workers, many of whom have been with us for decades. This proposal will change the way I think about, hire and utilize part time workers. It constitutes a triple bottom line loss for the community - 1) employers, 2) employees and 3) tax revenue will suffer.

**Crisafulli Bros. Plumbing and Heating Contractors, Inc** Please consider legislation which supports business growth and training opportunities opposed to legislation such as this which will reduce jobs and hamper our local economy. Small business is the backbone of the economy, please stop making it more difficult to be in business in Albany and NYS.

**The Dartmouth Company** This proposal will be especially burdensome on small business owners. Let business owners set their own policies for employment benefits.

**The Desmond** This law would burden the businesses that support this community with even more regulations that will increase expenses, in a state and county that already have regulations and taxes that are seemingly designed to drive business out of the area and state. In the hotel industry we are already struggling to overcome the 14% room tax that does not exist in the surrounding areas. Add to this the decrease in occupancy and decrease in room rate, and the increase in minimum wages and potential loss of tip credit for tipped employees - and you already have a lousy business environment.

**Electrical Instrumentation and Controls, Inc.** This proposal would significantly impact and hurt our small business. Government should not legislate and create laws that impact employers earning a living on an hourly wage basis. If an employee does not work or provide a service, then revenue cannot be billed out to earn income in order to pay these unrealistic benefits. Please do not make it more difficult to own a business in NYS.

**Empire Education Corporation** WE are strongly opposed

**Fast Eats LLC** As a fast food employer this mandate could require us to increase food prices which would hurt poor and hard-working families.

**Full Circle Fitness-NY, LLC** It is difficult enough to run a small business in NYS and Albany County and mandates like this are the reason why. Contrary to what people believe most small business owners are not 'rich' but are solidly in the middle class with average earnings of less than \$70,000. Forcing them to take money out of their pockets for these costly mandates is why people are abandoning the state and passage of this mandate in particular will have me most likely closing my business and letting the 12 employees that work for me go. I will simply relocate my business to North Carolina where there is less regulation and mandates and where they WELCOME small businesses because they know they are the lifeblood of the economy.

**Greater Capital Association of REALTORS** I agree any type of paid leave should be in an employer's offer of benefits not a mandate.

**Head to Tail** this would put me out of business!

**HMS Agency, Inc.** As a small business with property we purchased in Albany county, we are stunned by the overreaching mandates proposed by the county. We provide a robust PTO benefit for all staff. We have an office in Ballston Spa, and moving operations there sounds intriguing given this anti-business proposal

**Hoffman Warnick LLC** This has to be one of the worst idea I've seen from the Albany County legislature. It will cripple small business in the county.

**Home helpers** We provide care to seniors in Albany county. This proposal will hurt our ability to help patients in Albany due to high employer's costs.

**Hometown Health Centers** Please trust business owners to make important decisions about paid time-off to ensure that the policy is in the best interest of the employee and the employer. Thank you

**HR One Consulting, Inc.** There is no need for government to get involved with dictating employer benefits.

**iSmile Studios** We would not survive if this was passed.

**Janitronics Inc.** The cost of this legislation will be astronomical and unrecoverable. Allowing the described amount of sick time will create a non-compliant situation to anyone providing services to New York State under a stipulated minimum hours contract. This type of irresponsible spending is exactly why our taxes are the highest in the nation and NY is unsustainable. Great attempt to drive business out Albany County.

**JDog Junk Removal** We already provide this benefit through NYS and don't feel we should be forced to provide double coverage.

**Kinderhook Bank** Gary Dake from Stewart's said it best, it is "Reverse Economic Development".

**Leukemia & Lymphoma Society**      Paid sick leave for part-time employees would take critical dollars away from our mission in support of cancer patients.

**Lifetime Plastics Corp./Miron's for Floors**      As a small business owner in Albany County I say ENOUGH ALREADY! The burdens placed on us are onerous already, please do not add to our burden. Too many of us are struggling as is. It would be better for you (politicians) to look for ways to get rid of costly mandates, regulations and taxes. That would be helpful to my business and I'm sure many others in Albany County.

**MAC Equipment LLC**      As a small business, I spend many hours already trying to keep up with government mandates to be sure we are compliant. What hours would you like me to use to run my business so we can actually stay in business?

**Macaran Printed Products**      We provide very generous benefits to our FT employees. Then, in the summers we frequently hire young people for several weeks to give them an opportunity to gain work experience. And we have a few people who have retired but who offer to be available on a part time basis if we need short term help. This is good for them and for us. But if we need to pay benefits to these part timers, our choice will be to stop using them or to reduce the benefits paid to our FT employees to offset the increased costs. So, our employees will be losers, as they are whenever our ability to make a profit is impaired. Further to this issue, we compete with businesses in near proximity, but in different counties. We already suffer from competition in neighboring states that don't tax businesses as much as New York. Policies like the one proposed here will put us in a less competitive position even with other NY businesses. I hope you will reconsider. We have been a good employer in this county and state for 60 years. I hate to see us and our employees suffer from this kind of policy change.

**Mohawk Hudson Humane Society**      With the regular annual increase in minimum wage and a new facility which required additional staffing, this mandate would pose an addition financial burden to our organization, placing animal care and community programs in jeopardy. We also feel that offering paid sick leave should be encouraged, not mandated. We already offer this benefit to full-time employees. We often see sick-time abused which puts animal care in jeopardy in a way that vacation benefits do not because the nature of sick leave does not allow organizations like ours to plan for the staffer's absence.

**NAI Platform**      As a commercial Realtor very active in Albany County, I speak to business owners all day long who tell me that these sorts of mandates make us a less attractive place to locate a business than the counties surrounding us.

**Nathan Office Interiors LLC**      For the prospects for growth in our local economy, please reject the proposed Local Law No. 'C.'

**Northern Rivers (Parent organization to Parsons Child & Family Center)**      Please consider further research, employer impact analysis, and dialog before any changes are approved.

**Oliva! Gourmet Olive Oils & Vinegars** Small business has been hit with way too much. I have tried to keep my prices down for the past few years, despite wage increases, Family paid leave, etc. Many of my employees are students and I allow them time for homework, school schedules, and flexibility. Added to that is the constant battle of online-vs physical stores. If this continues, my physical store will close, employees will be unemployed, and I will switch to online only. Not very good for the local economy.

**Our Daily Eats, LLC** Small businesses are getting hit on all fronts. Rising wages, inflation, government mandates, but we are having a difficult time raising our prices to support all these costs.

**PAYPREP, INC** Employers are best suited for determining the terms and conditions of employment, including benefits such as paid sick leave, based on our financial condition, business sector and competitive position.

**Peaches Cafe** Peaches Cafe is a small restaurant in Stuyvesant Plaza. We, like most restaurants, operate on a very small margin. We employ roughly 30 people. This law will cost us tens of thousands of dollars annually. Prices would have to rise by 30 percent to absorb this cost. This will likely cause businesses like ours to close their doors. This law will deter any new business from seeking a location in Albany County and force existing business elsewhere.

**Peter Harris Clothes** This proposed law is a huge burden on already stretched small and medium sized business. It would mostly benefit high school and college students who do not work very many hours. The County would be discouraging businesses from opening or expanding in the county.

**Picotte Companies** Proposed Local Law No. 'C' for 2018, the Albany County Paid Sick Leave Act would cause a hardship for the Picotte Companies and we are strongly opposed to its implementation.

**Pinnacle Human Resources, LLC** Opposed to this. The government has to stop mandating benefits that small companies cannot afford. Competition is going to crumble and once again the large employers will gain. if you are working part-time instead of full-time then why do you need more time off!

**PM Schenectady LLC** I already provide paid sick leave and county government should not mandate it! Thank you

**Rhino Equipment Sales and Service, LLC** This is a private sector matter not a government one

**Right Way Driving Center, Inc.** As a small business owner in Albany County, employee benefits, including paid sick leave, should be determined by the employer and not through government. Given the costly impact this proposal could have on my company who choose to do business in Albany County, if it passes, I would have to move my business out of the county.

**Ring Around The Spectrum** As a small business providing a much-needed service to an underserved population, this proposal could potentially put me out of business. I already have a PTO policy in place, which my employees are fine with. This would cause me to decrease my already meager staff, causing me to decrease hours, and leaving the special needs population with nowhere to go. We provide field trips and birthday parties for children and adults who have never before had that option. We provide a safe, judgement free place that didn't previously exist, except and hour or two a month at very few venues. I know many small business owners who are worried about this proposal. New York State and Albany County need small businesses, and this would only serve to shut down many currently operating, and cause others pause about opening in the first place. Please think of the little guys and their customers, and the huge impact this would have. Thank you

**Roma Foods** This legislation is not well thought out. An individual business should make their own policy regarding sick leave. This is one more tax put on local businesses that make Albany County and New York State an unbearable place to do business. Please do the right thing and not consider this legislation. thank you.

**The Rosenblum Companies** Our company provides a comprehensive and flexible Paid Time Off Benefit, which we recently improved and expanded with feedback from our growing team of employees. The proposed law would require us to change to a more structured leave program and would mean that we would have to roll back our benefits to a more archaic and less employee-friendly method.

**Salt Den** I am against mandatory sick leave. If made mandatory, I will either need to cut hours on PT employees or Eliminate other benefits

**Saratoga Human Resources Solutions, Inc.** This law is a bad idea, just like PFL was on the state level. It was clearly created by people who don't have to staff a business every day.

**Scarboroughs Restaurant** The ONLY way for us to absorb this cost would be to pass it on to the consumer in the form of sizeable price increases. THAT would eliminate our competitive edge with other restaurants in surrounding counties and force us out of business. We have a mortgage on our property. We would foreclose. My mom would lose her house. 30-40 people would be out of work. No tax money for the county..... do I need to say more?

**Schwartz Heslin Group** New York State is making it harder and harder to do business here. Please, start to open your eyes to this and stop putting through these unreasonable proposals.

**Security Plumbing & Heating Supply Co.** Passing this proposal would be highly detrimental to the small businesses of Albany County.

**ServiceMaster of Upstate New York** Don't do this! We already give benefits, don't make them mandatory. We do what we can for our employees, do what you can for us. Stop the mandates! If enacted we would avoid doing business in Albany County as much as possible.

**Shalimar** Legislators, Help the business, not hurt them.

**Snip its** As a small business owner, I am struggling every day to keep my doors open. Local Law No. 'C' along with the rising minimum wage may force me to shut my doors. I strongly oppose this Law.

**Spectrum Environmental Associates, Inc.** We work more than 80 hours in Albany County and I disagree with any mandated costs imposed on me in a competitive market. I already offer sick and vacation time, don't need yet another regulation to follow.

**Sports Zone** We have many part time employees, college students and our retail business is already struggling due to the economy and the internet. If we cannot turn a profit we will be forced to close our doors as many retailers are already doing.

**St. Catherine's Center for Children** How does the Albany County expect organizations, especially non-profits, to pay for this??? Do the people who come up with these ideas have any concept of how this could negatively impact a business? Non-profit organizations will have to close their doors and discontinue the valuable services they provide. Who will provide the services to needy families, children, homeless people, those who suffer from addiction, etc. if the non-profit sector can't stay open?

**St. Paul's Center** The not-for-profit community provides vital services to our communities, often serving the highest-need constituents with budgets that have never been tighter. Over the last few years NFPs have seen an increasing burden to cover mandated expenses tied to the increase in minimum wage, paid family leave, in our case, the Governor's increased regulation and requirements of homeless shelters, and changes to the deductions of charitable giving - all without any increased financial assistance from our local, state or federal funders. These changes have significantly impacted our bottom line which is highly scrutinized by potential new funders. It's a question - and significant concern - as to how long NFPs will be able to afford to continue to serve the community, address needs of the most vulnerable, and actively contribute to the region's economy. Yes, our organization is in Rensselaer County but we are not unlike the organizations addressing the needs of those across the river. I would strongly encourage you to evaluate the budgets of a variety of NFPs, consider their contribution to the county's quality of life for all residents, before passing such legislation.

**Tangora Technologies, Inc.** Why are legislators getting involved in our business? Times are hard enough for a small business to survive in NYS.

**Ten Eyck Group** Private Sector employers are already overburdened with mandates and taxes that make it difficult to survive. Employers competing for quality staff will provide the benefits needed to attract the proper talent. The County has no place mandating something like this and overburdening employers more than they already are.



**ThielGroup, LLC.** I understand the intent of this policy but I think it will further put our business interests in jeopardy. That translates to fewer jobs. I work with small business owners every day and the compliance issues and costs are overwhelming. When I speak with potential buyers of NYS businesses they often say they would relocate the company as they do not want to do business in NYS.

**TL Metzger & Associates LLC** Strongly oppose! Small businesses cannot afford this.

**TransTech Systems, Inc.** This proposal is simply irresponsible for a County Legislature to take under consideration. While this is clearly a Labor Department issue, this proposal would place undue burden on small businesses forcing them to further streamline their operations to remain competitive and consequently reduce the total number of jobs available. Isn't this covered with PFL? Why are we bringing this to the local level?

**Tri-City Manpower, Inc.** An 80-hour minimum requirement for providing paid sick leave would have an enormous negative impact on my company which provides temporary staffing services. By the nature of our business we turn over our payroll six times per year. This provision would raise prices to our clients thereby diminishing employment opportunities for the people who use us a job search strategy for full-time work.

**UltrePET LLC** opposes the proposed Local Law No. 'C' for 2018.

**Welt, Gabriels & Schunk, LLP** Ours is a very small business. We hire retirees with pensions and health insurance to work part-time because I cannot afford to pay wages and benefits to full time employees. We cannot afford health insurance for ourselves. I work nights and weekends so I can put in an average of 50 hours per week in this business and still hold a second job in order to have health insurance. I live and work in Albany, and I am appalled by this overreaching on the part of the County Legislature. Our lease will be up within the year and if this ill-conceived and burdensome proposal becomes law, we will look to relocate to Schenectady or Rensselaer County.

**White Lake Music & Post** We are fortunate to have grown our companies to where we offer paid sick time, holidays, and up to 4 weeks of paid vacation. Out of 18 employees, 8 have been with us more than 10years. I respectfully feel that if we had been forced to provide benefits at our businesses early stages we would never grow to where we are now. As an employer my greatest asset is my team. Retaining that team automatically requires us to offer a great experience to them. If we do not... they will go elsewhere. There is no mandate necessary.

**Wilcar Insurance Agency LLC** I already provide a PTO allowance in excess of this mandate. Please resist meddling in businesses where every business is too unique to create a broad brushed mandated benefit.

**Zalucki and Halstead LLP** I am against this provision. We already provide sick time but do not want to be mandated on the amount.