

Sean Morrison (Board of Commissioners)

From: Lynette Shemanski <lynette.shemanski@diamondpool.com>
Sent: Tuesday, October 04, 2016 5:26 PM
To: Sean Morrison (Board of Commissioners)
Subject: Opposed to the Employer Paid Sick Leave for Residents of Cook County Ordinance

Importance: High

Dear Commissioner Sean Morrison,

Please be aware that the Employer Paid Sick Leave for Residents of Cook County is another mandate that causes a great strain on small businesses like ours. As a small seasonal business employing 10 to 15 employees while doing business in the County of Cook, we are already struggling to be profitable due to our high property taxes, Workers' Comp premiums, the new FLSA ruling along with complying with all the other labor and business regulations and laws. This is just another regulation that is stretching our bottom line to extinction.

We employ both full and part time employees and feel that the proposal of paid sick leave time being proposed is overly generous. In the case of part time employees, they have time available to them during off hours to schedule medical appointments, etc. Even if the act should stand, part time employees should not have the same maximum hours or carry over hours as full time employees.

In addition, I am not sure how the expense of "only a small, 0.7 to 1.5 increase in labor cost" was calculated, but feel that when loss of revenue, replacement cost of absent employee and payroll taxes are considered, it would be significantly greater costs involved, especially for a service company our size or smaller. This increase in costs may not seem like much, *but for a service company, wages and benefits are our largest expense.* Small businesses are being squeezed again with proposals like this and our elected officials don't seem to recognize the hardship it puts on the majority of small businesses. Fringe benefits should not be regulated by county officials. If this proposal goes through it will only suppress our wage package as we will need to incorporate this benefit into the total wage package of our employees. The cost to cover such an Act could potentially come in the form of reduced or eliminated raises.

With yet another increased cost of doing business in Cook County, we will again be put at a disadvantage when bidding for work against our competitors from neighboring counties. Our profit margins continue to shrink while the demands to stay compliant continue to grow. While I understand the sentiment, the Act as stated paints with too broad a brush. Please consider these factors and how it effects all types small businesses.

Best regards,
Lynette Shemanski
Ph: 708-233-1717



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