

**Testimonials from CACI Business Leaders on HB 1057 – Parental Leave**

*"I am responding to the chambers request for input. I myself am a single, working parent of two middle school aged children. From a parental perspective I find that the school and the teachers are willing to work around my schedule regarding parent teacher conferences or any communication regarding my children so I really don't see the need to legislate this issue. From an HR perspective, this would be an administrative burden/nightmare! We are a relatively small employer and I am the only HR person. In my 17 years as an HR Manager with various companies this has never been an issue. We already allow employees the time they need without being told by the government how to do it! I realize that this may not be the case with all employers, but I find it hard to believe this is an issue that needs to be legislated!"*

Darla J. Fortner, MS, SPHR, HR Manager  
Enstrom Candies Inc.  
701 Colorado Ave  
Grand Junction, CO 81502

*"The bill is well-intentioned and addresses an important need. However, an additional 40 hours on top of vacations, holidays, FMLA leave, places a burden and additional cost on our business."*

Mark Lancaster, VP Customer Satisfaction  
Ice-O-Matic  
11100 E 45th Avenue, Denver, CO 80239

*We currently have less than 20 employees, we have a wide range of benefits, including unpaid leave for family matters, that we currently offer our employees, we oppose the bill... We have found that in most cases, with proper planning and the employee taking advantage of the school programs (many offered after hours and around lunch time), our employees are able to coordinate their family personal time, 'without' the loss of going on unpaid time. Hate to think that we should have more government control in these issues.*

L.P. (Lennie) Herron, Industrial Hygienist, CEO/Director  
HERRON® Enterprises USA, Inc.  
7261 W. Hampden Ave., Lakewood, CO 80227-5305

*This is a bad bill. It is trying to fix something that is not a problem. Academic events at schools now happen in the evening as well as business hours. If they want to fix the problem they contend then they should mandate the teacher to accommodate any time problems. This also sets up a conflict with employees that don't have school children.*

Jim Noon  
Centennial Container

*"Our surveys show that the vast majority (100% of those 888 we surveyed) of employers offer at least 40 hours of vacation that can be used for academic activities of the children of employees which would satisfy the requirements of this bill. Those companies that do not offer any paid vacation would be required to give this time off without pay. It would affect the employers who do not offer any vacation or paid time off, and new employees who would not have any vacation or personal time when they first started."*

Barbara Thompson, Executive Vice President, Mountain States Employers Council, Inc.  
1799 Pennsylvania St., Denver, CO 80201

*Most businesses have "right-sized" their organizations to survive in these stressful economic times and require maximum productivity from their remaining employees to stay in business and service their customers. Any disruption brought about by employee absenteeism at times when the business requires their services would be detrimental to the business. As a business owner, we make many accommodations for employees who have children and understand the additional social responsibilities. However, is it fair to employees with no children to consistently "fill-in" for other employees who have children and are unable to make alternative accommodations for their parental obligations?*

Al Bergold,  
CPS Distributors, Inc.