ASSEMBLY FLOOR ALERT

June 16, 2020

To: Members, California State Assembly

RE: AB 3216 (Kalra) Employment Leave: Authorization – OPPOSE

Orange County Business Council (OCBC) understands that the COVID-19 crisis requires new protections for employees; however, new policies should also support businesses, instead of placing the burden on them and limiting their ability to bounce back from the economic shutdown. **OCBC must oppose AB 3216 because the bill establishes overly broad and permanent changes to family, medical and sick leave requirements that will be ruinous for employers and the economy.**

AB 3216 sets forth policies that have no relevance to solving the pandemic's economic challenges. The bill would apply the California Family Rights Act (CFRA) to all businesses, not just businesses with more than 50 employees. Under AB 3216, an employee could receive an astounding 24 weeks of job protected leave under the bill's emergency leave provisions between both the CFRA and the federal Family and Medical Leave Act. This provision especially hinders small businesses when they are currently struggling to retain employees and keep their doors open.

AB 3216 also adds a fully employer-funded emergency paid sick leave entitlement during any state of emergency as well. States of emergency often last for long periods of time, especially considering California's worsening wildfire seasons. All employers would be required to provide an additional 56 hours or seven days of paid sick leave in addition to the three days of paid sick leave already required by existing law. AB 3216 expects employers to be in the financial position to fully fund this broad expansion of paid sick leave. Many small businesses simply cannot accommodate this combination of mandates.

The Legislature should act to protect workers, but AB 3216 places an unreasonable burden on employers at the worst possible time. **OCBC urges you to oppose AB 3216.**

Sincerely,

Rachel Rolnicki
Vice President of Government Affairs
Orange County Business Council