**NOTE** – The Legislature has a new letter submission process that requires **ALL LETTERS TO BE UPLOADED INTO A NEW ELECTRONIC PORTAL**. The portal will automatically send letters to the author’s office and the committee(s) of jurisdiction. Please visit [https://calegislation.lc.ca.gov/advocates/](https://calegislation.lc.ca.gov/Advocates/) to create an account and upload this letter. If you are having difficulty accessing the portal, please contact Johnnie at our office [jpinia@cacities.org](mailto:jpinia@cacities.org) .

In addition to submitting the letter through the portal, please send a digital to your Legislator(s), and continue to send a copy by email to your Regional Public Affairs Manager, and the League’s city letter account ([cityletters@cacities.org](mailto:CITYLETTERS@CACITIES.ORG)).

\*\*\*CITY LETTERHEAD\*\*\*

DATE

The Honorable Hannah-Beth Jackson

California State Senate

State Capitol Building, Room 2032

Sacramento, CA 95814

RE: **SB 1383 (Jackson) Unlawful Employment Practice: Family Leave. [As Amended June 29, 2020]**

**Notice of Opposition**

Dear Senator Jackson,

The City/Town of \_\_\_\_\_\_\_\_\_\_ must respectfully oppose SB 1383, which requires any employer, public or private, with only 5 employees to provide 12-weeks of protected leave each year and threatens them with litigation for any unintentional mistake. Our objections to this measure are rooted in policy, operational cost, and economic consequences that will inevitably face virtually every local government agency and community should this measure be signed into law.

**Current Circumstances:**

Right now, public employers are dealing with record revenue losses while also trying to support the highest demand on our services in recent memory. This bill would make managing city workloads with an already diminished capacity much more difficult. ***If applicable, describe how increased labor mandates are making it financially difficult to provide services in your city.***

The success of local governments is tied to the success of our local economies. If already struggling and hard hit businesses are facing the prospect of additional labor mandates that make their decision to open up again or continue operations that can be devastating to our communities and our long term tax bases that we rely on to fund the critical services we provide.

**Private Right of Action**

The leave mandated under SB 1383 is enforced through a private right of action that includes compensatory damages, injunctive relief, declaratory relief, punitive damages, and attorney’s fees. Any employee who believes an employer did not properly administer the leave, interfered with the leave, or denied the leave, can face litigation. A lawsuit diverts resources from critical services and occupies staff time that could be spent supporting the community during this pandemic.

For these reasons, the CITY/TOWN of \_\_\_\_\_\_\_\_\_\_\_\_\_\_ opposes SB 1383 (Jackson).

Sincerely,

NAME

TITLE

CITY/TOWN of \_\_\_\_\_\_\_\_\_\_\_\_\_\_

cc: The Honorable Hannah-Beth Jackson (Automatically sent via portal)

Your Senator & Assembly Member

Your League Regional Public Affairs Manager (via email)

League of California Cities, [cityletters@cacities.org](mailto:cityletters@cacities.org)