

SB 1383 Small Business Owners

Testimonials

Vote “NO”

NEW TESTIMONIALS

Restaurant (Roozbeh F.)

SB 1383 will add an additional burden to the challenges that we are already facing due to the pandemic. I don't understand why the State is encouraging employees to leave their work for various reasons when the unemployment rate is at an all-time high and it is that much harder for small businesses to compete with larger corporations.

SB 1383 is adding more liability to small businesses. I own a multi-ethnic restaurant and communicating new regulations to my staff that only speak Farsi, and Urdu is difficult due to things getting lost in translation. There're cultural differences that SB 1383 doesn't take into account. For a small restaurant like mine with 12-15 employees providing an additional 12 weeks of leave of absence to employees can create a hardship that will lead to my restaurant temporarily or permanently closing due to lack of employees. Bringing new employees to my restaurant is a costly endeavor as we serve specialized dishes and not everyone has the know-how on how to cook these dishes. And what happens after the 12 weeks? Would I need to fire the employee who replace the worker who took the leave of absence? I won't be able to afford to keep both. This makes no sense to me.

Fine Dining Restaurant (Angie W.)

Prior to the pandemic I employed 60 employees, today I have 6 employees as a result of the state forcing my dining room to close. My business is located in the downtown area of my community, I do not have access to a parking lot, patio or side walk café to offer outdoor dining, so my business has been limited to take out and delivery three nights a week. This has been financially devastating for me and my business. We are truly struggling to survive. I want to work with my employees to provide family leave, however SB 1383 is enforced thru a private right of action. One small mistake in the administration of this leave will expose me to a lawsuit. Now is not the time to be placing additional burdens on restaurants struggling to survive, please vote No on SB 1383.

Restaurant (Angel W.)

The challenges we have already faced during the pandemic has economically impacted our business from top to bottom. Owning a small business with all the limitations/regulations all the expenses to open the doors after being shut down for so long we would not survive if this law is passed. The hardship on us only being able to bring back employees at limited hours. If they were by law able to take 12 weeks of leave without limitations, I personally know this would be devastating to our business. Please consider the small business owners!

Bakery/Café (Sarah M.)

I am proud to be a woman owned small business with 21 employees. I have worked hard to expand my business from a small neighborhood sandwich shop to a specialty bakery. SB 1383 would impact my business due to the specialized nature of my operations. If one of my bakery employees wanted to take 12 weeks of leave it would be difficult for me to find an immediate replacement for them due to the specialized nature of work in a commercial bakery. The way SB 1383 is written it does not provide me any flexibility in the administration of the leave, one small mistake will expose me to a lawsuit through the private right of action in the bill. The COVID-19 pandemic has financially impacted my business, I am working harder than ever to keep my doors open and keep my employees on payroll. Due to the closure of restaurant dining rooms, I have experienced a decrease in sales from my bakery to restaurant customers. SB 1383 comes before you at a time when businesses are struggling to survive. Please vote No on SB 1383.

Veterinary Clinic (Doug M.)

In a perfect world, and under more normal circumstances, it might be a nice thing to ponder. Currently, in the face of a raging global pandemic, it is crazy to throw another burden on any sized business. We business owners are already overwhelmed with dealing with the new issues at hand: 1) trying to protect staff in the face of inadequate supplies of PPE in a climate where citizens perceive us as uncaring/greedy owners and regulatory and legislative bodies are prone to take a punitive approach despite our herculean efforts to do our best, 2) trying to adequately staff our business with the properly trained/highly skilled individuals we need to do our job well (many of our staff cannot work normal hours because they have to stay home to assist their school children with distance learning), 3) when bringing on new, typically less experienced, staff to fill the any staffing shortages created by the distance learning issue we face resistance from current staff who are already overloaded by new work flows that are designed to reduce the risk of contracting the virus but are less efficient and consequently leave staff with less energy to train new staff members, and finally 4) trying to deal with the very poorly thought out (and unwelcome) FFCRA.

Technical Staffing (EJ, C.)

I am a small veteran owned technical staffing company since 2002. I am down to my lowest number of employees since almost the beginning because of the shutdown and hoping to add back some of my team when work picks up after this pandemic. However, if SB 1383 passes it would completely cripple my company if an employee (or two) took 12 weeks off. We are in very transactional and highly competitive industry and losing a sales person or recruiter for the period of time would be devastating.

Senior Care (Brenda D.)

This would be detrimental to both my business financials and the wellbeing of my clients who are elderly, vulnerable and rely on our care. We are currently having challenges with staffing assignments and this would only magnify that problem. I believe myself along with many other small businesses would have to close down if this bill is passed. This makes me so sad, and like many other small businesses ... I will have to start looking into possibly moving my business out of state.

Financial Advisor (Thomas P.)

My 'new' business, all of my new clients were 100% sourced through live educational events. We can no longer run these events. Our pipeline is empty. We are doing everything we can in an attempt to do business 'virtually'. Without the government assistance we would be out of business. We may be out of business with the assistance. We shall see. I need to hire another person to help with virtual marketing. If I hire a 5th person, this bill goes into effect and I have even one employee request 12 weeks, with 99% certainty... I am out of business.

Construction (Anna S.)

Since the pandemic our company was deemed to be an essential service. We did have a few workers who tested positive so we took all the required measures and by that limited the office staff and work force for over a month. We have definitely been challenged with employees concerns and not want to service client therefore they did not want to come to work. This has definitely decreased the amount of work production which reduced the amount of revenue coming into office. With not knowing how long this will continue we are still continued to pay our employees and the company's overhead. Just reading what SB1383 is proposing is Absolutely Ridiculous and is going to be the end of many small businesses. We can barely survive now!!

Towing Company (John T.)

We are the Official Police Garage for the West LA division of the LAPD. The pandemic and the City and State policies have severely affected our business. Our gross revenue is down approximately 65%. We have eliminated two full time positions and reduced hours for all hourly employees from 50-60 hours per week to 32. Even without additional leave allowances and tax increases, our business climate has been crippled.

Towing Company (Moshe B.)

It would be an understatement to say that this global pandemic has changed the world's economy. Our company, employing 17 individuals, not to mention the ownership, has felt negative effects due to a sharp decrease in revenue from the Pre-Covid 19 times we were familiar with.

The State of California and in our case the City of Los Angeles "Stay At Home Order" has caused dramatic economic impact from COVID-19 in very real terms: Decreased income, lack of business demand, and severely reduced demand for our services.

We have adjusted our hours, implemented numerous procedures to prevent transmission, limited customer access to our facility, and placed or implemented cleaning procedures and supplies, Personal Protective Equipment and other barriers, all at an additional expense which has affected our financial strength in a very negative way.

As a business owner, I am concerned about the financial impacts and difficult decisions that lie ahead. It is widely known that projected losses of revenue is a reality that I must think and plan for. The News and Press Conferences state that anticipated lost revenues will be significantly higher going forward, and the pandemic will change how we operate and what level of services can be provided to our community.

This is a situation that I have been monitoring closely and weighing difficult options to ensure that my Company remains a viable organization to provide essential government services during the pandemic and the economic recovery that is likely to last into 2021/2022.

I have employees that depend on their jobs to pay their Rent / Mortgage, Food, Transportation, and basic needs for their families. I am concerned with non-fixed business costs and how they may negatively affect my ability to maintain even reduced hours and as a result less income for my valued personnel.

As a business owner, I am also extremely concerned with how new legislation regarding taxes, changes in labor - employment laws, and potential civil liability could cause very difficult business conditions beyond what I am currently dealing with.

While we do not fully know the full extent of the future, we do know they will be significant and will impact each of us and the community. I simply ask that you carefully consider businesses as you continue moving forward in your capacity as a legislator

Employee Benefits (Trent B.)

How can you possibly be placing more restrictions on us at this time? We are doing everything we can just to keep paying our employees and avoid a major layoff. Please oppose this measure. It isn't the right time for it.

Insurance (Ken H.)

This is another challenge for employers during an unprecedented time. This is being pushed forward as if it is specific to COVID-19 and that is very misleading.

Healthcare (Rhiannon A.)

The cost of training or hiring contract employment is cost prohibitive. This would be another blow to our business. I am extremely worried about the threat of litigation...California is already overly litigious

Engineering (Jesse U.)

I am surprised this is moving forward knowing all the challenges that businesses are still navigating.

Retail (Melinda F.)

I am a small business owner now of over 30 years. I have never experienced such dire times. I am currently considering filing bankruptcy. I have gone from 12 employees to 3. My business is currently experiencing a 60% drop in sales. There is no way my small business can absorb any more restrictions without going bankrupt. Please help small business survive!! I have worked diligently in every aspect imaginable to persevere. My franchise has been around since 1931 with all products made here in California. I am devastated by COVID-19 but more disgusted by additional restrictions, laws & regulations imposed. I am a Latin business owner who always dreamed of having my own business. Now I am afraid that my dream and hard work was all for nothing! We need help now! We will become extinct if nothing is done... help do not hinder!!

Janitorial Service (Anita R.)

Extended Absence. HR issues when individuals who don't want to work, although want position held for them. Holding one's position for extended period when they don't have COVID is difficult for a small business to accommodate. For a small business to accommodate anyone who request extended leave can disrupt the operation. We are asking that HR guidelines are made to mutual protect small business and employee.

If there is not a true hardship. If taking 12 weeks, it needs to be all at the same time. This poses a difficult situation on small business to accommodate. Sporadic time of 12 weeks does not work.

Food Manufacturing (Mark R.L.)

SB 1383 would have a dramatic impact on my Candy Company. My employees' health and safety is our highest priority, and we have already been extremely flexible with remote working and scheduling to help our employees and their families during these very difficult times. However, legislation such as this at a time when we are struggling to adapt to a new workplace and marketplace realities created by COVID-19 creates additional burdens and uncertainties that will prove extremely disruptive. The private right of action is of particular concern as food manufacturers such as ourselves are already facing an onslaught of frivolous lawsuits. Insurance coverage is rarely available for such suits. Thus, even when we are confident, we have not violated any laws, it is prohibitively expensive to take such cases to trial. We are, therefore, forced into settlements, which can be very costly. Additionally, we have several employees who are married couples that both work at our company. Under current law, they are allowed 12 workweeks of unpaid leave combined. SB 1383 would allow them to each take 12 weeks, which could be seriously disruptive to our business as many of our employees are in specialized positions that cannot be easily covered during an extended leave.

Restaurants (Lorraine S.)

The first shutdown of dining service resulted in a furlough of 120 employees because of a 70% drop in sales for all three restaurant locations. We reopened for 5 weeks before we were ordered to cease operations for a second time and again furlough our rehired employees.

During this second shut down of dine-in restaurants, we are operating patio dining at reduced capacity in 2 of 3 locations. Our restaurant is financially struggling as a result of the loss of over 50% of business during this pandemic. We have reduced hours of operation and are considering all options to remain a job provider including changing our business model from a full service restaurant to a limited service concept in order to keep our business profitable. This decision will result in the permanent loss of positions for the 120 furloughed team members.

I am asking for your NO vote on SB 1383 (Jackson) Family Leave which imposes an additional mandatory leave requirement that is enforced with the threat of a lawsuit.

This proposal will impose a 12-week mandatory leave of absence onto restaurants with as few as one employee. Currently, it only applies to restaurants with 50 or more employees, so this proposal is a significant expansion of mandatory leave, especially at a time when restaurants have been financially devastated due to the COVID-19 shelter in place orders.

Because this proposal will NOT run concurrently with federal law, given the different family members for which an employee can take time off and the different reasons - it creates the potential for 26 weeks of protected leave on a restaurant employer. This makes it difficult for my restaurant and others to maintain a stable workforce.

Due to the fragile state of the industry we are concerned with adding any new requirement that will make it harder for restaurants to get back on their feet.

Please VOTE NO on SB 1383!

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PRIOR TESTIMONIALS:

Medical/urgent care (Kevin F.)

Running a small independent Urgent Care is already difficult enough. We have to wait 30-90 days for payment from insurance companies, while our creditors and employees want to be paid on time makes it even harder. We work with a skeleton crew to minimize overhead and the possibility of having to go without an employee for 12 weeks would destroy us financially. We have very little profit at the end of each year and that tiny excess helps to bridge those months when we are negative \$20K-40K. This is an industry with very little excess income because the expense of running this business is so high. The only people making a fair rate for the work they do are our employees. The owner and management all take reduced salaries so that we can keep the practice afloat financially. I understand what this bill is supposed to do and why larger companies can afford to do this but in a tiny business like ours, this bill would literally drive us to bankruptcy.

Candy Store (Jim & Renee S.)

It's hard enough as it is trying to keep a business afloat with all the COVID restrictions. I have 14 employees, so SB 1383 definitely would impact us at the worst possible time. For small family-run businesses like ours, it's just one more straw that will break the camel's back. Enough!

Taqueria (Rosario R.)

I am a small business owner with only eight employees. It's already a challenge for me to keep up with all the changes to employment laws, and yet here comes another. Don't legislators understand what small businesses are going through right now? We are barely keeping afloat.

Private Music Instruction (John A.)

We have been closed since mid-March, reopen on June 29 and closed again two weeks later when Newsom announced closures, specific, office, non-essential sector. Our school has lost 45% of its business and revenue. We are holding on by shreds. SB 1383 would shut us down. There is no way I could afford the cost and the additional manpower to handle this. This adds to the ever-growing burden laid on the shoulders of businesses who want to be successful and provide jobs for others. SB 1383 is too much.

Citrus Grower/ Wedding Venue (Robert M.)

Specially trained employees which would be very difficult to replace due to the training required and short duration of employment.

Bakery (Philip G.)

Providing 12 weeks of leave would cripple us if many employees took this at once. We would lose time and money during the interview and training process. Once the new employee is up to speed we would have to let them go since the new employee would be able to return. This is a daunting and hurtful task to ask of a small business.

Summer Camp (Sarah F.)

Since we are a mainly a seasonal business that earns majority of our revenue during a 12 week period, if one of our FT employees needed to take this leave during the height of business (summer - or the 10 weeks leading up to summer), we would have a very difficult time filling their position with a temp employee (i.e. mechanic, live in caretaker, staffing specialist who hires and onboards all of our 150 seasonal staff, etc.). Replacing during summer would be extremely difficult as well since our FT staff have critical certifications so we can safely run camp.

Nail Salon (Bao T.)

Business performance deeply depend on walk-in clients, so we have to ask employees presence at site during business hours. 12 weeks off would definitely put a death sentence to small business. This law aims to help some families by killing other families so what is the point of making this law?

Party Rental (Mike W.)

My first question is why does California want to get rid of small business? First the ridiculous \$ 15.00 an hour minimum wage and now this. If the minimum wage doesn't put us out of business, then SB 1383 will. How can you expect a small business to survive when all employees are key employees all year long?

Management Group (John D.)

It's time to realize that many employers are just ordinary people struggling to get by. Employers EMPLOY! We give others a way to get by. During this pandemic, I've had two people decide to stay home completely, and one who only comes in twice a week. Partners of the company are working until 2 AM almost every night just trying to cover the workload of those who are staying home. We manage real estate for around one hundred clients, and never get fired, except this year we have been dismissed three times in the last few months. We are not used to that. Property owners are rightfully nervous about their properties. Our workload has increased because of tenant relations, and our pay has dropped dramatically because many are not paying rent. We are barely making a profit, right now. This is certainly not a time when legislators should be further burdening employers with more liabilities. Please vote no on SB 1383. It's just too much for us to be able to handle in these uncertain times. Employers are people, too. Good people.

Personal Care (Joey B., 185 employees)

All 7 of my business have been shuttered since March 14, 2020. I received PPP money, but that money ran out after the first few months of being shut down. I very likely will not be able to re-open some, if not all, of my stores. By passing this bill SB 1383, it would be the final nail in the coffin for me and my business that I started in 1995, more than 24 years ago. Please reconsider passing this, as it will be devastating to all small businesses at this time.

Shop/Balloon Deliveries (Denise H.)

A company with only 5 employees cannot leave a part time position open for 3 months. It costs too much to train someone new and who says that employee will return. We are going into the holiday seasons of Halloween and Christmas sales are already 60-70% lower. It is better to close then. Right now, I make no income and just barely able to pay electric bill, insurance, only 1/2 of rent. We can get sued for anything Covid-19 related. You should be fighting to eliminate frivolous lawsuits not create more of them. You need us!!! What makes you think the state can survive without small business. We collect your sales tax which keeps the state running. Don't make our lives more difficult with laws that hurt the economy and the employees who will end up with NO JOBS.

Floor Covering (Rick O.)

Our family business is severely suffering from the shutdown. We are simply in no position to take on any further burden. We are all affected by the pandemic. I have worked at this location for 47 years. It has been my family's business for nearly 60 years. The company has been in continuous operation for 140 years. Today, we are on the cusp of a permanent shutdown.

Manufacturing (Jason B.)

I own a 70-year-old manufacturing company with 45 employees and I have worked hard to keep jobs in the US and compete on a global stage. I am not able to raise prices fast enough to keep up with the rising cost of labor, wages, sick leave, benefits, and a certainly not a law with 12-week mandatory leave of absence. Throw COVID in the mix combined with more labor related cost small businesses will be a thing of the past. This is outrageous and especially when companies are trying to survive COVID.

Conference Center/Educational Programs (Joseph C.)

Of the 15 employees still working with us, only four are still full time and the rest are part time. We are not permitted to conduct any of our business activities live, hence we have no income. We are able to pay salaries to those still working due to PPP loans, but if any were permitted to take a 12 week paid leave as proposed in SB 1383, our business would be totally shut down and we would be out of business. This bill would not be helpful to employees or business owners.

YMCA (Shannon S.)

Having to furlough almost 200 staff in March was heartbreaking. Hiring a few staff back recently (under 50) has been a slow process. The CARES family leave has affected us because we have provided that for several key staff who truly need it. Being able to afford it as a struggling business is an entirely different matter. This has created not only a hardship financially, but the gap in the skill set is made up by the remaining skeleton crew who are already taxed enough with their combined job duties. Additionally, the CARES act of having such an excessive unemployment amount has also hindered our rehiring process. Staff do make more on unemployment than they did with us. Although we are completely willing to support our staff, the ability to do so is not financially sustainable for any length of time.

Warehousing (Mark E.)

Employees already have sick and vacation time normally and to add this undue burden into the mix would severely impact the quality and reliability of the service we provide to our customers. With employees out there are not enough people to do what needs to be done, service will suffer, customers will leave and businesses will close.

Photo (Mark C.)

We are short staffed due to COVID-19 regulations. Business is off 50% due to the virus and restrictions. During normal times a 12-week leave would be an undue burden. Now this may be the final nail in our coffin. And 19 employees will get permanent unpaid leave and swell the unemployment rolls.

Aging Clinic (Judi G.)

I have already lost more than half of my monthly income due to the pandemic. I am barely holding on and trying desperately to keep my 2 employees I haven't been paying myself but this won't last too long. If SB 1383 becomes law and I must pay a mandatory 12 weeks leave for each employee, I will have to shut the door and go out of business. I have worked so hard for the last 10 years to build this business and suffered several financial setbacks along the way. I had so many ideas of services to offer, which would employ several more people, and keep the health of our citizens in peak shape. However, this never happened because of finances. So please do not pass this bill.

HR Consulting (Anita L.)

When the shelter orders began mid-March, our phone and e-mail were filled with questions from clients, prospects, colleagues and acquaintances all trying to make sense the new restrictions on business. Some of our clients had to shutter their business and for those that didn't, sending employees home for an indefinite period called for much scrambling to try to ensure business continuity in any form. Clients postponed paying our invoices due to uncertainty and some ended their relationship with us all together. If it hadn't been for the PPP loan, we might have completely folded our business at the very time our advice and counsel was needed the most. We are still working to rebuild what we used to have before the pandemic and will continue to do so to the best of our ability. Our state needs to recognize that if we are to maintain small businesses or any business in California, then we need to REDUCE the amount of restrictive and expensive legislation to businesses that are trying to exist. Let's ensure that businesses CAN OPERATE and PROVIDE A LIVELIHOOD for more California employees.

Restaurant (Rigo E.)

Employees not showing up to work. There is excess workload and people uncertainties about what is going on. Create and adapt new rules, this involves training, supervision and commitment to stay in compliance. People miss work easily and are not committed. 12-week leave will have a significant negative effect to our business. We are adapting to every change and is difficult to keep up, now a potential lawsuit for whatever case may be this is not given, may ruin the businesses financially. Also, if given a 12 week we will be more understaffed to a point of not being able to keep the restaurant open.

Manufacturing (Denise D.)

During this extended shutdown, to purpose a bill such as this, while already working with a skeleton crew, greatly forces employers incur more hardship. Small businesses cannot afford this additional mandate, considering what we are going through with business shutdowns through this pandemic. Additionally, employer liability is already is at an all-time high and to put in place more mandates while we are already

risking losing our business is not right.

Lawn and Gardening Equipment (Darrell F.)

SB1383, although well intended and compassionate toward families, puts the employer between a rock and a hard place. The rock of the increasing cost to do business and the hard place of coming across uncaring toward employees. The language of the bill mandates an employer, like myself with under 50 employees, hold a position for a worker on extended leave. The assumption is my business can afford this. Most small businesses operate very lean, without “extra” personnel to cover or absorb the responsibilities of the employee on leave. In my experience, when someone new is brought in and trained, there is a loss of productivity to the business. In a time of unpredictable pandemic shutdowns, mandated wage increases, gasoline taxes and increased expense to simply open the doors and turn the lights on, SB1383 adds to the costly regulatory burden small businesses in California shoulder. It makes the assumption that we can absorb such costs and we just can’t even if we wanted too.”

Refrigeration Repair (Bill E.)

With the utmost respect, it must be asked if the consequences of this bill are clearly and realistically understood. If the answer is in the affirmative, then the conclusion is simply the broader acknowledgement of the desire to dismantle what’s left of the small business marketplace in our state – and you need read no further. If the answer is in the negative, or partly negative, then consider:

1. Timing. It should be clear and easily discernable that now, given our State’s current economy and pandemic attack plan, is NOT the time for the increased financial and operational burden this legislation imposes.
2. An astute small business pays attention to a mathematical model called the ‘breakeven’. The smaller the business, the more acute are the effects impinging the breakeven. Certainly, the breakeven is severely violated during the 12-week period – perhaps irreparably so. Take two people out and the business will fail.

While this is clearly destructive and entrepreneur killing legislation, it is abundantly logical that now is not the time.

Home Improvement Store (Jeff P.)

SB1383 is not necessary! Let me explain good employees and good employers will treat each other with the respect they are due. Our business has kept positions open for our team members for extended period of time when doing the right thing for good employees, this gives us the reputation of a great place to work. Stop mandating to business in CA what they should be doing this is a personal business decision.

Coworking Space (Kyle M.)

I try to keep up with all the employment laws, but it’s difficult because they keep changing. I cannot afford my own HR department. Now I worry that I will an honest mistake and end up with a huge fine or something. Can’t the legislature hold off on any more employment laws during this pandemic?

Café (John V)

Small businesses like ours cannot afford more mandates like SB 1383. This is especially true because of COVID 19 that has us running at 50% of what we need to survive. We currently measure the months by how much it costs us to stay open. We work extremely hard to keep our small staff employed. Soon, the well will run dry and everyone will be out of a job. Being forced to hold positions open while spending countless hours and money to train replacement workers for a season is costly, unfair, and impractical.

Quality Solutions (Marlene B)

We are a small company that I started from the ground up – female owned. Under AB 5 I could hire an independent contractor, but I cannot afford to hire another employee. Our staff of 7 is too small to accommodate this kind of leave, especially with expanded family members, nor could I afford the cost of

an expensive lawsuit. This new law could put me out of business, impacting all staff – not just me!

Development Company (Clark W)

While I am sure it is well intentioned in providing opportunities to a broad spectrum of employees for family leave, we believe the rights extended are too broad and create an undue burden on too many small employers like us. Existing law provides similar rights to a narrower, and we believe, more appropriate sector of the employee base.

By expanding the affected employee class so significantly beyond the employee that is a parent caring for a new child (e.g., including now proposed care of grandparents, grandchildren, siblings, etc.), the odds of being negatively impacted by lost productivity, alternative workforce costs and likely litigation costs are greatly magnified.

As a company of less than 20 employees, please consider us among those that believe we are too small to adequately deal with the changes proposed by SB 1383.

Anonymous small business owner

It's already exceedingly difficult to cover the costs of my current employees. Adding new regulations and costs is more than I can handle right now.

Anonymous small business owner

I am too small of a business to keep a job open while someone takes a long leave of absence. I understand the desire to assist workers who must care for a family member, but SB 1383 just solves one problem yet creates another.

Engineering Company

That is absolute insanity. There is no way I would be able to support this. My business is too small to be able to accommodate that amount of time, and if I was sued for not being able to accommodate it, that would be the end of the whole organization (and everyone else's job with it).

Healthcare company

Regarding SB 1383, I agree that this would be a devastating move for small business. An unexpected 12 weeks without one of my employees would force us to restructure everything, change our entire years scheduling, and most of all harm the institute's mission and the success of our students. All of our employees have been with us 4-5 years or more. We are small enough to be flexible with each employee and their families as needed, in our opinion in a stronger way than any corporate, mandated structure. Also, because of our size we have been successful in being able to accommodate our employees financial, family, and personal needs on an individual basis, acting more as a family with the common goal of serving the students and our community, than strictly an operation solely operating for profit. Being involved in several small businesses in the past, I can assure you this is a common environment for small business; therefore, I see no need for such mandate as SB 1383 to come into play for a business this size.

Food and Beverage Company

As a new business owner this will impact me significantly as I'm trying to build my business under these tough times we're going through this year.

Boat Charter Company

We strongly oppose the proposed SB 1383 and see it as a job killer in CA.

Food and Beverage Company

As a new business owner it is shocking how many hurdles are put in front of small businesses by people who don't own a business. The daily grind is hard then we have to deal with policies that could cripple a small business.

Retail Stores

I have 3 small retail stores with 15 to 17 employees depending on the time of year. The best way to describe

how it would affect us is to tell you our current situation. An employee in one of the stores tested positive for Covid. We closed that store and the two others for disinfecting. We asked employees who had direct contact to quarantine for 14 days or to be tested. Not only is the one store closed as there is no one who wants to work there but many of my employees who had no contact decided to quarantine for safety sake.

This leaves us with two out of three stores closed during our best season. Thus, no revenue but still most all of the payroll. . . . Owning a business is tough. The minimum wage has almost doubled in the last five years. Everything is going up except revenues and profits. The only way we would be able to sustain this mom and pop operation is with fewer employees and my wife and I doing the work. My wife and I are in our sixties, so I can see where this is leading.

Dentist

I had heard rumblings of something like this bill, but I was under the impression that it was the same coverage as the Federal FFCRA. I understand now that it is separate and independent. I do not see this bill as having any long-term positive impact on our employees or our business. These mandated extended leave periods place an impossible burden on employers. For our businesses to thrive, we have to execute our primary function: to provide the public with our goods or services. For a small business, if employees are able to easily take extended periods of time off, this will represent a significant loss in workforce. For example, I have 6 employees in my office. If only one of those employees were to utilize this leave, we would see a 17% reduction in our labor pool. This would significantly hinder our ability to provide services to our customers. I think this bill needs to be opposed by all businesses as it is bad for both employers, and in the long term, employees. Thank you for bringing it to my attention.

Massage Therapy Business

I can tell you that I will close our business before I follow this legislation.

Computer Services Company

I understand and even applaud the desire to protect employees. Many of us start small businesses because of a passion for what we do. We also tend to care about the people we work with (more like teammates & friends) and would bend over backwards to protect and care for them. As an example over the last couple of years, especially during this COVID-19 pandemic, there have been pay periods that I paid our people first and was not able to pay myself. I have heard from other small business owners that they have also sacrificed their salary's to continue to be able to pay the people they work with. Not only do we care about those we work with as people, many of us also invest in them. Personally I am investing in our people, we have paid for training, spent time mentoring and developing our folks. As a result we do everything we can to cause them to want to stay.

In my experience this kind of concern grows almost naturally in smaller groups with a supportive & co-operative atmosphere. Many small businesses have this type of atmosphere.

We (California) already have a similar law for businesses with 50 or more employees. Instead of lowering the number of employees to determine which businesses it applies to try something creative like creating incentives for small businesses that encourage a supportive & co- operative atmosphere. California is too large and diverse to micromanage to this level. Each city and county are different some very different from others. These different communities will be better served by allowing them to address these concerns in ways that are more fitting for the conditions in that community.

It is a common belief that people are basically good. Here is the Legislature's chance to prove it. Don't pass SB 1383 spend some time looking for simple (that is made harder by existing red tape) ways to create incentives for small businesses to encourage a supportive & co-operative atmosphere. And let caring small business care for their people, because they know the individual people and their current situation better than you do in Sacramento. This knowledge allows us to seek a unique way to care about them while they are on leave and there is a good chance they can even provide input into how they return to work. Please do not vote for SB 1383 and better yet please encourage other legislators to do the same.

Retail Store

I'm a small business owner. I am opposed to SB 1383 as it will significantly harm my business. As SB 1383 requires to hold the employees' position for up to 12 weeks of leave and still be operational is just not possible. As you are well aware of the hardship that goes with small business which is only successful with every employee playing their part. Having to hold position for 12 weeks will destroy the work environment and will not be able to meet the day to day that is needed to remain operational. Not only will it make it difficult to remain operational, it not be able to provide the service that the customer needs due not being able to fill the position in fear of being fined and penalized. For a business that employs less than 5 employees, needs every employee to remain operational, everybody counts. Small business owners are part of the community that work hard for the success of their business and so they can continue to provide the service for the community. SB 1383 will only hurt the small business community.

Boat Charter Company

Just please convey that as a small business owner its time that people start caring about the employer and giving us a break they are killing small business I am shocked that this is even going on the floor for a vote amidst the COVID 19 situation - we can't take much more and other states look really good for some that can move there, friendlier business states - CA. can't live on tech alone - please this is the time to not be partisan and actually save business and that will save jobs.

Child Care Provider

There is no way we could manage this extensive of employee leave and still be able to perform the service duties we have been hired to provide to children, families and our community. We do not have a bench of qualified team members to draw from who could cover such extended leaves. We also do not have funding to pay the new staff while the other staff are on leave.

Mental Health Company

This bill could completely close my business. I have 7 employees and each employee is a detrimental part to my behavioral health business. We care for people who have had trauma and people in their lives that abandon them. By allowing this bill to pass I am allowing my staff to abandon my clients possibly in the middle of their treatment. The covid bills that are already in place are placing hardship on my business. I understand that we are in a new territory of health risks. But these bills are not only risking the economy but risking small businesses like mine that are trying to help the declining mental health. We are struggling as is to keep the doors open, and we cannot afford to not have staff in for 3 months or have double staff for a position because we can pay that payroll.

Educational Company/Conference Space Rental

Kindly share our mutual concerns for this troublesome SB1383 that this bill will indeed be the last action to assist me in closing my business. All of my educational school clients and all US and International teen summer camps we conduct have been canceled for the rest of this year (and perhaps in 2021). In addition, our conference center business has had no customers for the past four months and it looks like there will not be any social or business meeting events taking place in the months to come.

Our revenue has been reduced to near zero, but that hasn't stopped our expenses from operating on the same level as prior to Covid-19. My staff of 18 have not been to our office over the last four months and we hope they are performing their task in a responsible manner from home. If this bill has any chance of passing, I would appreciate advance notice in order to close my business. It would be impossible to continue with this additional financial burden to carry.

Food Manufacturing

A small business operates from paycheck to paycheck. There are no extra bodies to cover when someone is sick let alone needing to be out on extended leave. When someone is out, things don't get done - product is not made, customers are not served, sales drop, and bills don't get paid. This analysis doesn't not require a degree or in depth analysis. Small business walk the tight line every day - generally without a safety net. Yes, it is important to look out for employees, but there has to be a balance.