



CITY OF OCEANSIDE

July 7, 2020

Assembly Member Tasha Boerner Horvath
P.O. Box 942849
Sacramento, CA 94249-0076

Re: OPPOSE SB 1383

Dear Assembly Member Boerner Horvath:

On behalf of the City of Oceanside, I'm writing to urge your opposition to SB 1383 (Jackson). The Bill, as recently amended, proposes a mandatory 12-week leave of absence on any employer with five or more employees, and would overwhelmingly hurt the state's smallest employers.

At a time when many of our small businesses are fighting to recover from the COVID-19 crisis, we can ill afford to have the State impose harmful new requirements on these businesses. SB 1383 would disproportionately impact the smallest employers, who are least equipped to handle this proposal.

It would also expose small employers to costly litigation. 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. An employer with five or fewer employees likely does not have a dedicated human resources team or in-house counsel to advise them on how to properly administer this leave, document it, track it, obtain medical verifications, etc.

SB 1383 add costs to and imposes a significant administrative burden on small businesses. For these reasons, we ask that you oppose SB 1383.

Sincerely,

Peter Weiss
MAYOR

Cc: California State Assembly Members
Oceanside City Council