



# CITY OF OCEANSIDE

August 4, 2020

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,

On behalf of the City of Oceanside, I'm writing to 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.

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.

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 of Oceanside opposes SB 1383 (Jackson).

Sincerely,

Peter Weiss  
MAYOR

Cc: Oceanside City Council  
The Honorable Hannah-Beth Jackson  
Senator Pat Bates  
Assembly Member Tasha Boerner Horvath  
Catherine Hill, League of California Cities  
League of California Cities, [cityletters@cacities.org](mailto:cityletters@cacities.org)