

OPPOSE/JOB KILLER – AB 995 (GONZALEZ)/ AB 1119 (WICKS)

On May 7, Governor Gavin Newsom proclaimed May 2021 as “Small Business Month”:

“. . . COVID-19 has brought about unprecedented challenges for our small businesses and caused great financial hardships. **These businesses are critical to the state’s economy and have a vital role in helping us get through this pandemic.** As a former small business owner, I understand firsthand the risk and rewards that come with following the entrepreneurial path. My Administration is committed to helping small businesses come back stronger.”

Small businesses are still recovering from economic losses during the pandemic. Within the past year, small businesses have already faced new leaves including:

- 12 weeks of leave under the California Family Rights Act (CFRA)
- 160 hours of COVID-19 Supplemental Paid Sick Leave under the FFCRA and SB 95 (if not taken concurrently)
- At least 2 weeks of paid leave under the CalOSHA Emergency Temporary Standard (depending on number of exposures)

AB 995 and **AB 1119** would impose more new mandates on small businesses including:

- Increasing the minimum number of paid sick leave days employers must provide
- Expanding reasonable accommodation requirements under FEHA, which could include an obligation to provide additional time off

AFFIRM YOUR COMMITMENT TO HELPING CALIFORNIA’S SMALL BUSINESSES RECOVER BY VOTING “NO” ON: AB 995 (GONZALEZ)/ AB 1119 (WICKS)

