

Good morning Mr. Chair and members, Kevin Pedrotti on behalf of NFIB. We represent 14000 small businesses in CA.

Small businesses continue to suffer from COVID-19 pandemic. Some remain closed, and some are just getting back to pre-pandemic condition. Many small businesses have experienced considerable losses in revenue and are having difficulty making payroll and finding qualified employees.

Even during a normal- times, small businesses face burdens when it comes to leave mandates. They do not have access to human resources personnel or legal counsel in the same way a larger business does.

When the California Family Rights Act was expanded last year, our small businesses members had to learn a new complex set of regulations that govern how to properly administer that leave.

Due to the high risk of inadvertent errors that can be made as small employers learn this new leave program and the financial devastation even one lawsuit can have on a business, The Small Employer Family Leave Mediation Program is important for small business.

AB1033 ensures employers are actually able to take advantage of the program by fixing the way that mediation was intended.

We urge you to support AB 1033. Thank you.