



March 14, 2022

Honorable Even Low  
Member, CA State Assembly  
Capitol Annex Swing Space  
O Street  
Sacramento, CA. 95819

Dear Evan:

On behalf of the National Federation of Independent Business (NFIB) and the 14,000 California small business members, I wish to convey opposition to AB 1949 related to employee bereavement leave.

We acknowledge that AB 1949 has undergone numerous changes from last year's AB 95 which makes the bill less onerous; however, California has a multitude of leaves available to employees. Many businesses do include unpaid leave on their own for employees to attend funerals and other related services. That said, the layering of various leaves makes it especially difficult for small businesses to comply and continue the operation of a small business.

We support the rights of employers to provide bereavement leave on a voluntary basis. However, California simply cannot continue to burden employers with the thread of new mandates as small businesses continue to claw back after two-years of COVID-instilled slowdowns.

For these reasons, we must oppose AB 1949.

Sincerely,

A handwritten signature in black ink that reads "John Kabateck". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

John Kabateck  
NFIB California State Director