



## Talking Points Memorandum Paid Leave Time

### California Already Has 16 Leave Laws

According to the Shouse Labor Law Group, California already has [16 leave laws](#).

### State Legislature Wants to Expand Paperwork and Compliance Costs Even More

[Assembly Bill 518](#) would expand eligibility for benefits under the paid family leave program to include individuals who take time off work to care for a seriously ill individual related by blood **or whose association with the employee is the equivalent of a family relationship**, and [Assembly Bill 524](#) would enshrine **family caregiver status as a civil right**.

### Leave Time is a Considerable Cost to Small Business Owners

A worker taking extended time off leaves a hole that must be filled by other staff working overtime or by finding, hiring and training a new temporary employee as a replacement—both of which are direct costs to the business.

### The Best People to Determine Leave Time

The best leave policies, paid or unpaid and for whatever reason, are made by the mutual consent of employees who know what they truly need and employers who know what they can truly accommodate. Government mandates only muddy the situation to neither's benefit.

### Small Businesses Provide Ample Leave Time

When NFIB conducted an extensive [poll of its membership](#) it found, among other things, "The vast majority of small employers (73%) offer paid time off (PTO) to the majority of their full-time employees, and 67 percent of them offer two weeks or more of leave. The number of days offered is dependent on an employee's length of service in 76 percent of small businesses offering the benefit."

### Federal Law Already Provides Leave Time

Were there no California leave laws, employees would still have access to leave time under the [Family and Medical Leave Act](#) which, according to the U.S. Department of Labor "provides certain employees with up to 12 weeks of unpaid, job-protected leave per year. It also requires that their group health benefits be maintained during the leave."