



The Honorable Edmund G. Brown, Jr.  
Office of the Governor  
State Capital, Suite 1173  
Sacramento, CA 95814

September 12, 2016

**RE: SB 654 (Jackson)—REQUEST FOR VETO**

Dear Governor Brown:

On behalf of the over 25,000 members of the Society for Human Resource Management (SHRM) in California, I am writing to request that you **VETO** SB 654 (Jackson). This bill, while well-intentioned, will simply add to the confusing nature of the current state and federal leave laws employers in California must navigate.

The Society for Human Resource Management, which is the world's largest association devoted to human resource management, was founded in 1948 and represents more than 285,000 members in over 165 countries, and is the leading provider of resources to serve the needs of HR professionals and advance the professional practice of human resource management. SHRM has more than 575 affiliated chapters within the United States and subsidiary offices in China, India and United Arab Emirates.

Current federal and state law require employers with 50 or more employees to allow employees to take up to 12 workweeks of unpaid, job-protected leave during a 12-month period for specified family and medical reasons including time to bond with a new child through birth, adoption or foster care placement. SB 654 would add a new requirement that employers with 20 or more employees must allow employees to take up to six weeks of unpaid parental leave to bond with a new child within one year of the child's birth, adoption or foster care placement.

By requiring smaller employers to be subject to this new leave mandate, SB 654 creates added complexity for small businesses in planning their staffing needs. SHRM believes that employers should be encouraged to provide leave opportunities that work best for their employees, rather than having the government mandate a one-size-fits-all solution to this issue. Instead of adopting another new mandate for employers to administer, the legislature should consider fostering flexibility in the workplace and encourage employers to craft leave packages that work best for their employees. A one-size approach does not fit all, and what might work for one employer might not work for others, their workers or the industry they are involved in. Furthermore, employers already face fragmented, sometimes conflicting and complex federal and state leave

laws, and this expansion would seriously place California employers at a significant disadvantage over their competitors in neighboring states who have no such requirement.

For the reasons stated above, SHRM requests that you **VETO** SB 654 and challenge the legislature to foster a dialogue among stakeholders on how best create flexibility in the workplace that addresses employee leave issues while maintaining the competitiveness of California employers. If anyone has any questions about SHRM's position, please contact me at (916) 403-3465.

Sincerely,

A handwritten signature in blue ink, appearing to read "Jason O. Gabhart", is written over a light blue horizontal line.

Jason O. Gabhart  
California State Government Relations Advisor

Cc: Camille Wagner, Office of the Governor