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July 28, 2020

Senator Hannah-Beth Jackson
State Capitol, Room 2032
Sacramento, CA 95814

**RE: SB 1383 (Jackson) Unlawful employment practice: family leave
AAP-CA Position SUPPORT**

Dear Senator Jackson,

The American Academy of Pediatrics, California (AAP-CA) representing the over 5,000 pediatrician members of California AAP Chapters 1, 2, 3 and 4 statewide strongly supports your proposed legislation SB 1383 as amended on June 29, 2020, which would make it unlawful for any employer to refuse to grant a request by an employee to take up to 12 workweeks of unpaid protected leave during any 12-month period to bond with a new child of the employee or to care for themselves or a child, parent, grandparent, grandchild, sibling, spouse, or domestic partner.

Currently, 40% of California's workers do not qualify for job-protected leave to care for their own or a loved one's serious health condition. This means if they take time off from work when they are sick or caring for family, their employer can legally fire them. Workers who do not have the right to take job protected leave when they are sick or need to care for a sick family member often report to work even when they are ill or contagious resulting in the spread of infectious disease. According to the US Centers for Disease Control and Prevention (CDC), an estimated 7 million additional individuals were infected and 1,500 deaths occurred because contagious employees did not stay home from work to recover during the 2009–2010 H1N1 pandemic.

To stop the spread of COVID-19 and future pandemics, California workers need to be able to take leave from work when they or their family members are ill. When people are forced to go to work sick, everyone suffers. SB 1383 would expand the California Family Rights Act (CFRA) to allow employees to use unpaid job protected leave to care for a domestic partner, grandparent, grandchild, sibling, or parent-in-law who has a serious health condition keeping all Californians safer now and in the future.

Pediatricians across the state strongly support SB 1383. Thank you for your public service and leadership on behalf of the health and wellbeing of children, youth, and families in California.

Sincerely,

A handwritten signature in black ink that reads "Kris E. Calvin". The signature is fluid and cursive.

Kris Calvin, CEO
American Academy of Pediatrics, California

Cc: AAP Leadership