

May 23, 2025

The Honorable Anna Caballero, Chair
Senate Appropriations Committee
1021 O Street, Suite 7620
Sacramento, CA 95814

The Honorable Roger Niello, Vice Chair
Senate Appropriations Committee
1021 O Street, Suite 7110
Sacramento, CA 95814

RE: SB 590 (Durazo) - Paid Family Leave for Chosen Family

Dear Chair Caballero, Vice Chair Niello and members of the committee:

As a representative of the more than four million small businesses in California, Small Business Majority is pleased to support SB 590, which would allow qualifying workers to receive paid family leave (PFL) benefits to care for a designated person who is a member of their chosen or extended family.

Small Business Majority is a small business organization with offices across California and throughout the United States that empowers diverse entrepreneurs to build a thriving and equitable economy. We engage our national network of more than 85,000 small businesses and 1,500 business and community organizations to deliver resources to entrepreneurs and advocate for public policy solutions that promote inclusive small business growth. Our work is bolstered by extensive research and deep connections with the small business community that enable us to educate stakeholders about key issues impacting entrepreneurs, with a special focus on the smallest businesses and those facing systemic inequities.

PFL has been a revolutionary program for small businesses that operate on tight margins and previously would not have been able to afford to offer a benefit like paid leave. The program not only provides partial income replacement for qualifying California workers who must take time away from work, but it also allows small businesses to compete on a more level playing field with large corporations in a difficult job market.

California's paid family leave program, however, reflects an outdated family model and only allows workers to receive partial income replacement to care for certain narrowly defined family members. This definition leaves out both chosen family and extended family members. [Our polling](#) shows that 86% of California small business owners support allowing an employee to take leave to care for someone other than family but who is like family.

SB 590 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 designated person, meaning any individual related by blood or whose association with the employee is the equivalent of a family relationship, ensuring, for example, that members of the LGBTQ community or folks who live far from home are not left out. The bill would authorize the employee to identify the designated person when they file a claim for benefits.

For these reasons, Small Business Majority supports and urges your support for SB 590 (Durazo).

Sincerely,

Bianca Blomquist
California Director
Small Business Majority