



August 29, 2022

The Honorable Gavin Newsom
Governor, State of California
State Capitol, Suite 1173
Sacramento, CA 95814

RE: Expanding the Paid Family Leave program to support low-income families

Dear Governor Newsom,

As small business advocates, small business owners and California's job creators, we write in strong support of SB 951, legislation that would make worker-funded Paid Family Leave (PFL) and State Disability Insurance (SDI) more accessible to California's low-wage workers.

California's PFL program levels the playing field for California small business owners who want to provide quality jobs to our workers. We are proud to operate in a state that has prioritized paid leave, but our workers and families need more.

This is why we stand together to urge you to update the wage replacement rates for PFL in California. More than 6 in 10 (61%) small business owners say they support a proposal to increase the wage replacement amount to 90% for low-wage employees (anyone earning less than \$45,000 annually) and to 75% for non-low-wage workers.

California's current PFL and SDI programs do not benefit low-wage employers or their employees. Under the current program, workers earning more than 33% of the statewide quarterly wage receive only 60% of their regular wages through PFL and SDI. Californian's lowest-waged workers earning below 33% of the statewide quarterly income rate receive only 70% of their regular income. This makes paid leave unaffordable to too many workers. In comparison to other states with paid leave programs, California's wage replacement rate falls behind nearly every other state. California's PFL program may have been the first of its kind in the country, but it is far from being the most reflective of small businesses and their workers' needs.

Californians should be able to heal, care for family or welcome a new child, regardless of their income. A 90% wage replacement rate would make this possible. As employers, we have seen the benefits of paid family leave first hand. So, we ask that you take action to pass SB 951 immediately.

Sincerely,

Small businesses:

Jonathan Burgess, CEO, BurgessBrothers, Sacramento, CA

Shanae Smith, Owner, Max-40 Fitness and Personal Training, Riverside, CA

Ludmila Parada, President, Nelly's Childcare and Pre-school, Campbell, CA

Kori Saika Chen, Owner, Alkali Beverage Shop, Oakland, CA

Stacy Williams, Owner/Consultant, Valley Progressive Solutions LLC, Fresno, CA

Hannah Gbeh, Owner-Operator, Bee Valley Farm, Bonsall, CA

Stephen Bray, CEO, Judge Casey's, San Francisco, CA
Ania Kaminska, CEO, Worksters, San Diego, CA
Pep Cearnal, Founder / CEO, Alegro Private Tours, San Francisco, CA
Rachel Klein, CEO, Fire Starter Studios / Solaris Media Group, Valencia, CA
Prisca Gloor, CEO, Counseling Solutions for Children and Families, Los Angeles, CA
Renaldo Sanders, Owner, Sanders Family Day Care, Compton, CA
Antonio Angeles, Manager, Freedom Equity Group, San Jose, CA
Kirk Vartan, General Manager, A Slice of New York, San Jose, CA
Ana Corona, Provider, Corona Family Child Care, Los Angeles, CA
Lucinda Tincher, President, Meals for All, Inc., Gold River, CA
Barbara Selhorst, Business Manager, Los Cenzontles Mexican Arts Center, San Pablo, CA
Yvonne Guyton-Johnson, Real Estate Broker, Highland Realty, Richmond, CA
Zayda Herrador, Kofk Hair Salon, Rancho Cucamonga, CA
Maria Luisa Espinoza, Espinoza FCC AKA Espinoza's Preschool & Child Care, Oxnard, CA
David Green, President/COO, Visual Terrain, Inc., Santa Clarita, CA
Jason Vincent Campbell, Real Estate Salesperson, Ethos & Equity Reality, Los Angeles, CA
Kamran Khan, President, NativelyFluent.com, Lake Forest, CA
Joy Clarke-Holmes, General Manager, Bridgetown Roti LLC, Los Angeles, CA
Willie Ellison, CEO, Sapphire Marketing Inc, San Bernardino, CA
Sallie Yang, CEO, Tap Electronics, Buena Park, CA
Mimi Ly, Owner, Curves, Los Altos, CA
Rhanda Ferro Jackson, Child Care Owner, Jackson Family Child Care and Foster Family Respite Care, Los Angeles, CA
Kim Truong, Owner, Pinkie's Childcare, West Sacramento, CA
Dean Stephens, Moderator, Researcher, Strategist, Founder, Happy Talk Research, Los Angeles, CA
Jonathan Leung, Director of Operations, Law Office of Maximilian Lee, Santa Ana, CA
Deanne Gustafson, Owner, Kombucha On Tap, Oceanside, CA
Sherry Soleski, President, Comet Corn Popcorn, Santa Rosa, CA
Shelley Enriquez, CEO, Cascade Ventures, Inc, Redding, CA
Terri Stewart, Owner, Paso Robles Health Food, Paso Robles, CA
Jo Ann Shane, Owner, Shane & Associates, Fallbrook, CA
Maria Montoya, Owner, Marias Housekeeping, Fresno, CA
Keiona Williamson, Owner, Drip Espresso, Sacramento, CA
Jessica Palacios, Manager, Once Upon A Time Bookstore, Montrose, CA
Deonna Fry, Family Child Care Provider, Learn Out Loud Preschool & Childcare, Orangevale, CA
Prashante Bailey, CEO/ Sales rep product manufacturer, PurSpace Herbal Care, Sacramento, CA
Allan Alagueña, Life Agent, Premier Financial Alliance, Sacramento, CA
Anastasia Collins, Lab Tech, Phlebotomy, Sacramento, CA
Eve Vioria, Owner, Divine Hire LLC, Sacramento, CA
Corissa Hernandez, Owner, Craft Beer Cellar Eagle Rock, Los Angeles, CA

Christina Taylor, Owner, PrettiGurl Wellness, Fresno, CA
Darrell Vartanian, Process Server, Sun Valley, CA
Maiya Holliday, CEO, Mangrove Web, Truckee, CA
Kathleen Mueller, Owner, Tienda Salsita, Healdsburg, CA
Felicia Armelin, Owner, Tacc, Inc, Sacramento, CA
Belinda Vanzant, Contract Manager, Sacramento, CA
Kristin Horowitz, CEO, The Pad Climbing, San Luis Obispo, CA
Rachel Ricottone, Independent, Rachel Ricottone Styling, Huntington Beach, CA
Jessica Diggs, Owner/Midwife, Jessica Diggs Midwifery Corporation, Los Angeles, CA
Desiree, Nguyen Orth, Member / Owner, Creatives' Legal Resource, Alameda, CA
Deanna DeCosimo, Owner, DeCosimo Law, Glendale, CA
Jennifer Diaz, Owner, Rosita Ranch, Stonyford, CA
Iva Chen, Owner, Lady Luck Gourmet, Millbrae, CA
Antonio Angeles, Manager, Antonio Angeles Agency, San Jose, CA
Sadie Scheffer, CEO, Bread SRSLY, Berkeley, CA
Naomi Leight-Giveon, Project manager, Meteorite, Los Angeles, CA
Yvonne Duncan, Owner, Self-employed, Modesto, CA

Organizations:

Small Business Majority
CalAsian Chamber of Commerce
ConsultrEX
Microenterprise Collaborative of Inland Southern California
Consumer Federation of California
Prospera
Arcata Economic Development Corporation
California Association for Micro Enterprise Opportunity – CAMEO
California Capital Financial Development Corporation
Pacific Community Ventures
Californians for Economic Justice
West Business Development Center
Latino Business Network and Allies
East Bay Community Law Center
Chino Valley Chamber of Commerce
Small Business California
California Asian Pacific Chamber of Commerce
Public Law Center