



Assembly Member Wicks  
State Capitol  
Sacramento, CA 95814

May 26, 2021

**RE: OPPOSED: AB 1119 (WICKS)**

Dear Assembly Member Wicks,

The Chico Chamber Board of Directors at its May 26, 2021 voted to **OPPOSE Assembly Bill 1119 (WICKS)**.

AB 1119 adds any individual with “family responsibilities” as a protected class to the Fair Employment and Housing Act (FEHA), which creates an automatic basis for an individual in that new classification to challenge any adverse employment action. AB 1119 also imposes a burdensome new accommodation requirement on employers for any employee who has “family responsibilities” related to the closure of a school or care center, which could include daily or weekly time off requests and unexpected schedule changes. Any denial of time off as an accommodation would expose the employer to costly litigation. Any time off an employee receives as an accommodation under FEHA would not run concurrently with the other California leaves of absence. An employee who requested a month off under AB 1119 as a reasonable accommodation would still have 12 weeks of leave under the California Family Rights Act, 12 weeks of leave under the Family and Medical Leave Act, paid sick leave, and all other existing leaves to care for children/family members including: School/Childcare leave. These leaves add significantly to the cumulative cost of doing business in California. AB 1119 again proposes that California’s employers subsidize an employee’s personal needs outside of work instead of considering alternative solutions that could benefit both employers and employees.

For these and other reasons, we respectfully OPPOSE AB 1119 (WICKS).

Sincerely,

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President/CEO

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