

From: [Peter Saba](#)
To: [Assembly Commerce and Labor Exhibits](#)
Subject: AB388 Opposition NvRA
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Good Chair and members of the committee, my name is Peter Saba, with the Nevada Restaurant Association, here to oppose AB388. Unlike many other industries, restaurants can't operate remotely or shift workloads to other employees when someone is out—we rely on every person, every shift, in person. AB388 would create real challenges for restaurants by requiring expanded paid leave with little notice, leaving us scrambling to fill shifts or paying high overtime just to stay open. These costs hit small, independent restaurants the hardest. On top of that, the bill adds strict penalties for paperwork errors—up to \$5,000 per mistake—which creates more stress for operators who are already juggling compliance, staffing, and rising costs. The bill applies a blanket policy to all businesses without considering that restaurant operations are fast-paced, in-person, and often staffed lean by necessity. We're not against fair leave policies, but this bill would make it harder to run a restaurant in Nevada, not easier.

Best,
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