

To: Senate Committee on Commerce and Labor

Subj: **Exhibit in Opposition to AB388**

Date: April 29, 2025

Dear Senators of the Committee on Commerce and Labor:

AB388 ensures 2 weeks of family leave for certain circumstances, such as the birth or adoption of a child or healthcare issues within the family.

This bill states the policy “must not be burdensome to the employee”, yet has no concern for the employer or the taxpayer who will be required to fund this unnecessary burden.

Small, private employers will be unable to pay for the additional leave, and costs of their products (if they can even stay viable) will be passed on to consumers. This benefit is extended to public employees, and the following few increased costs deal only with school districts:

Carson School District	\$667,700, increases to \$1,400,000 annually
Elko School District	\$880,900 annually
Churchill School District	\$800,000 annually
Clark school District	\$1,000,000 annually
Lyon School District	\$340,000 annually
Sparks School District	\$500,000 annually
Washoe School District	no numbers posted

Having had 3 children myself I understand “family leave” is a sweet benefit. My leave was unpaid, as is reasonable once sick pay and vacation pay have been exhausted. This bill is an extreme burden on small businesses. It is also unreasonable to expect taxpayers to fund **extended** (from 8 weeks to 12 weeks) family leave for public employees. We have an unemployment rate of 5.7% in Nevada with 592,928 people (including 464,820 retirees) on social security. We also have a budget crisis in Nevada. **DO NOT continue to provide extensive benefits to employees with our tax dollars. We can’t afford it, and it isn’t necessary. Please vote no on AB388!**

Respectfully,

Nancy Carlson
Senior Citizen and Nevada Resident