

TESTIMONY TO SENATE COMMITTEE ON COMMERCE AND LABOR



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Chair Pazina and Members of the Senate Committee on Commerce and Labor,

Nevada Policy strongly opposes AB 388. While expanding paid family leave is a well-intentioned policy goal, AB388 imposes a sweeping mandate on both public and private employers without adequately considering the financial and operational impacts, particularly on small and mid-sized employers. Extending paid family leave eligibility to employees after just 90 days of employment, expanding the types of qualifying events, and requiring up to 100% wage replacement for certain employees dramatically shifts the cost burden onto employers, many of whom are already struggling with labor shortages and economic volatility. This one-size-fits-all approach could result in unintended consequences like reduced hiring, limited internal advancement, and constraints on offering other benefits.

Of additional concern is the bill's reach into private enterprise. By mandating expansive paid leave requirements for private employers with 50 or more employees, AB388 effectively imposes state-controlled labor policies on private workplaces, disregarding the diverse realities of different industries and businesses. The penalty provisions (including civil liability and fines up to \$5,000 per violation) raise the stakes even further and risk discouraging entrepreneurship, job creation, and growth.

We all value strong workplace protections and compassionate leave policies. However, mandates of this scope—especially ones that drastically expand eligibility and financial obligations—require serious scrutiny and economic impact evaluation. Policies like these, if implemented without safeguards or flexibility, could strain employers, disincentivize growth, and ultimately harm workers in the long term by shrinking the availability of jobs or benefits.

For these reasons, I urge the committee to reconsider AB388 and explore more balanced, employer-inclusive alternatives that promote family wellbeing while protecting the viability of Nevada's businesses. Thank you.



*For more information or discussion please contact
our team at anahit@nevadapolicy.org or 818-533-8855.*