

May 17, 2020

Attention: Los Angeles County Board of Supervisors
Board Operations Division, Executive Office
500 West Temple Street, Room 383
Los Angeles, CA 90012



Honorable Board Members:

On behalf of the California Retailers Association (CRA), I write to express opposition to the proposal to mandate employers provide four hours of paid sick leave (PSL) for employee vaccinations and unlimited PSL for recovery time.

The California Retailers Association is the only statewide trade association representing all segments of the retail industry including general merchandise, department stores, mass merchandisers, on-line marketplaces, restaurants, convenience stores, supermarkets and grocery stores, chain drug, and specialty retail such as auto, vision, jewelry, hardware and home stores. CRA works on behalf of California's retail industry, which prior to the pandemic operated over 400,000 retail establishments with a gross domestic product of \$330 billion annually and employs over 3 million people—one fourth of California's total employment.

We agree that it is important to encourage employees and all eligible individuals to get vaccinated for COVID-19. It is a vital matter of public health, and as such Los Angeles County now has an excellent opportunity to implement an effective public health policy by prioritizing some of its \$1.9 billion in federal funds from the American Recovery Plan. There is no justification for putting the costs of such a program on the backs of employers. Doing so may also prove less effective as such a program would have limited reach only to employed individuals. A compensation program using federal funds, on the other hand, would not be dependent on the person's employment status and could also reach adults who are not part of the workforce as well as the 11.3% of the county workforce who are still unemployed.

Retailers and other businesses look forward to full reopening and the rejuvenation of the local economy. Additional mandates and costs will complicate the road to recovery. We therefore ask you consider amending this motion to use federal funds instead of requiring employers to foot the bill for this public health program. If you have questions, please contact 916/443-1975. Thank you.

Sincerely,

A handwritten signature in black ink that reads "Steve McCarthy".

Steve McCarthy
Vice President, Public Policy
California Retailers Association