

DATE

The Honorable Gavin Newsom
Governor of California
1021 O Street, Suite 9000
Sacramento, CA 95814
ATTN: Legislative Unit, Mary Hernandez

Subject: SB 848 (Rubio) Employment: leave for reproductive loss – Request for Signature

Dear Governor Newsom:

On behalf of **[insert organization]**, we are proud to support Senate Bill 848 by Senator Rubio and respectfully request your signature.

SB 848 will protect the jobs of Californians who experience the trauma of a miscarriage, failed adoption, or other reproductive loss event by providing them with up to 5 days of job-protected leave, similar to the existing 5-day Bereavement Leave benefit under the California Family Rights Act.

The California Family Rights Act (CFRA) requires public employers and specified private employers to allow a qualified employee to take up to 12 work weeks in any 12-month period for unpaid family care and medical leave. The CFRA was expanded in 2022 to also provide up to 5 days of job-protected Bereavement Leave for time to grieve and attend to logistical matters in the event of the death of a close family member. However, the CFRA fails to provide similar leave for a reproductive loss, such as a miscarriage, failed adoption, or failed fertility treatment. California lags behind several other jurisdictions that provide workers with this form of reproductive loss leave, including Utah and Illinois.

SB 848 would amend the CFRA to provide up to 5 days of job-protected leave for individuals who suffer from a reproductive loss event. The bill would require the leave be completed within three months of the reproductive loss and prohibit an employer from discriminating against or firing an employee for exercising their right to Reproductive Loss Leave. To reduce the fiscal impact, SB 848 caps the amount of leave to no more than 20 days within a 12-month period, which is stricter than similar reproductive loss leave policies enacted by other jurisdictions.

For these reasons, **[insert organization]** respectfully requests that you sign this important bill into law.

Sincerely,

cc: Senator Susan Rubio