



May 6, 2016

The Honorable Curren D. Price, Jr.  
Chairman of Los Angeles City Economic Development Committee  
City Hall, 200 Spring Street  
Los Angeles, CA 90012

Dear Councilmembers:

The Valley Industry and Commerce Association (VICA) urges you to consider our concerns with the proposed paid sick leave ordinance. In the last year, businesses have faced increasing costs as California has passed sick leave requirements, in addition to increases in the minimum wages. Further increasing the costs to business in Los Angeles without waiting to study the effects of these other recent mandates risks serious consequences to the economic strength of our communities.

VICA is worried about the timing of the proposed ordinance. The LA City Council requested the City Attorney to prepare an ordinance effective July 1, 2016. Though in many ways the city policy would be modeled after state law, this ordinance would present a significant challenge to businesses, especially those who work across municipalities. By the time that the draft ordinance has been drafted by the City Attorney and considered by the Council, if passed, businesses will have a matter of weeks to consider how to comply. This is in contrast to the City minimum wage ordinance or the State paid sick leave law, both of which became effective a year after passage.

There are issues that need to be resolved before the ordinance takes effect to avoid unfairly penalizing business owners. The treatment of employees who work across municipalities, for example delivery drivers, is very unclear. Before passing an ordinance requiring paid sick leave above state mandates, the Council must consider all of the implications and complexity of this ordinance. We urge you to delay the implementation date of this ordinance until these issues have been resolved.

Overall, VICA urges your opposition to this ordinance, in light of the serious concerns that VICA and the wider business community has raised.

Sincerely,

Kevin Tamaki  
Chair

Stuart Waldman  
President

Cc. *The Honorable Gilbert A. Cedillo*  
*The Honorable Paul Krekorian*  
*The Honorable Nury Martinez*  
*The Honorable Marqueece Harris-Dawson*