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Betsy Butler

March 31, 2021

The Honorable Ash Kalra  
Chair, Assembly Committee on Labor and Employment  
State Capitol, Room 155  
Sacramento, CA 95814

**RE: AB 1119 (Wicks) – Support**

Dear Assemblymember Kalra:

On behalf of the California Women's Law Center, we write in support of AB 1119 which prohibits workplace discrimination based on caregiving responsibilities.

Many employees have taken on new or more caregiving responsibilities during the pandemic due to the closure of schools and day care facilities, or because family members became ill. As these family obligations became more known to employers, and jobs became more scarce, many caregivers faced caregiving-related discrimination. Women, and Black women and Latina women specifically, have been disproportionately impacted.

According to the U.S. Bureau of Labor Statistics, 80% of the nearly 1.1 million workers who left the labor force in September 2020 were women. Women are twice as likely as men to say they left work because of caregiving responsibilities during the pandemic.

AB 1119 will prohibit employers from treating a worker adversely because of assumptions or stereotypes associated with their family caregiving responsibilities. The bill also requires employers provide reasonable accommodations to workers when their school or childcare obligations have been impacted.

CWLC's mission is to create a more just and equitable society by breaking down barriers and advancing the potential of women and girls through transformative litigation, policy advocacy, and education. AB 1119 seeks to ensure that employees with caregiving responsibilities are protected from discrimination in the workplace.

For these reasons, the California Women's Law Center supports AB 1119.

Sincerely,



Betsy Butler  
Executive Director