



April 4, 2019

The Honorable Patrick O'Donnell
Chair, Assembly Education Committee
State Capitol, Room 4001
Sacramento, CA 95814

Re: AB 500 (Gonzalez)

Position: OPPOSE

Dear Assembly Member O'Donnell:

On behalf of the Association of California Community College Administrators (ACCCA), I am writing to respectfully express our opposition to Assembly Bill (AB) 500. This bill would require the governing board of a community college or school district to provide for at least six weeks of full-paid leave of absence for an employee who is absent due to pregnancy, miscarriage, childbirth, and recovery therefrom. While acknowledging the importance of this time to recover and bond, we believe this new benefit comes with serious fiscal consequences and is therefore a decision best negotiated locally where the unique needs of individual districts can be considered.

ACCCA holds steadfast to the principle that local control is fundamental to establishing and operating sound programs for students and establishing an infrastructure that supports all community college employees. AB 500 would infringe upon the local authority of community college districts to collectively bargain their own paid leave provisions at the district level.

Some districts and their employee groups have already bargained and opted to provide this benefit while other districts have not determined that it is the best use of financial resources of the district and have made other employee compensation decisions as a result. This bill would restrict the flexibility that community college districts need to ensure that all of their employees have adequate benefits for a variety of scenarios beyond the scope of what is in this legislation.

ACCCA opposes AB 500 because it creates a new and costly mandate while districts are already facing tightening budgets and increased costs. For these reasons, we respectfully oppose AB 500 and urge committee members to vote "no" on this measure.

Sincerely,

A handwritten signature in black ink, appearing to read 'Susan K. Bray', is written over a horizontal line.

Susan K. Bray
Executive Director

cc: Members, Assembly Education Committee
The Honorable Lorena Gonzalez