

San Jose Small Business Advisory Task Force

April 1, 2020

Mayor Sam Liccardo and City Council
City of San Jose
200 East Santa Clara Street
San Jose, CA 95113

RE: Paid Sick Leave Ordinance

Dear Mayor Liccardo and Members of the City Council:

We, the members of the **San Jose Small Business Advisory Task Force**, strongly urge you to protect small businesses and workers as you consider moving forward with a proposed Paid Sick Leave Ordinance. The ordinance should clearly define an exemption for small businesses with 50 or less full time equivalent employee positions.

Small businesses are the backbone of our regional economy. In 2015, California small businesses employed about 7 million people or 48.8% of the private workforce.¹ In a 2015 Keen Independent Research study, commissioned by work2future, immigrants represent about 45% of local businesses in Santa Clara County.² Small minority and immigrant owned businesses are major job creators in Silicon Valley.

Since the enactment of the Bay Area's and California's mandatory shelter-in-place orders, we have lost more than one million jobs since March 13th. Many small businesses have seen their customer and revenue base dry up overnight since COVID-19 began spreading to our communities. **Small businesses simply cannot plan for this sudden break in cash flow and are especially vulnerable as shelter-in-place orders remain in effect to combat the COVID-19 epidemic.** These lost jobs will rapidly accelerate if we don't find ways to help our small business owners and their employees weather this public health and economic crisis, while shelter-in-place orders remain in effect.

Everyone has an obligation to advance the public health interest to slow the spread of COVID-19, yet we should not further accelerate the demise of our small, minority-owned businesses in the meantime. As you move forward with strengthening a Paid Sick Leave ordinance for San Jose, we hope that you will consider protections for small businesses through an exemption for those with 50 or less full time employees.

The Undersigned,

¹ Statistics of U.S. Businesses, U.S. Census Bureau.
<https://www.sba.gov/sites/default/files/advocacy/2018-Small-Business-Profiles-CA.pdf>

² Keen Independent Research Study
[http://work2future.biz/images/Keen Independent 2015 San Jose Small Business Study Summary 04 232015_FINAL_comb.pdf](http://work2future.biz/images/Keen%20Independent%202015%20San%20Jose%20Small%20Business%20Study%20Summary%2004%20232015_FINAL_comb.pdf)

San Jose Small Business Advisory Task Force

Hispanic Chamber of Commerce

FilAm Chamber of Commerce Silicon Valley

Rainbow Chamber of Commerce

Silicon Valley Black Chamber of Commerce

Silicon Valley Chinese Technology & Business Association

Silicon Valley Vietnamese American Chamber of Commerce

The Silicon Valley Organization

Winchester Business Association