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Good Morning Mr. Chairman, I am Christina Dugan with the Las Vegas Chamber of Commerce.

As a representative of over 1200 small businesses with between 5 and 15 employees, the Las Vegas Chamber of Commerce strongly believes we should retain the present law without change.

The Chamber fully supports the goals of equal opportunity for all but we also support the start up and growth of small businesses.

It is the Chamber's view that altering these statutes will unduly burden small businesses as they attempt to comply with these regulations.

First, small businesses do not have the professional and human resources staff to understand and deal with the administrative burden and legal ramifications of the proposed change. Many small business owners and their staff wear several hats in their company and do not have the resources to fully address the regulatory aspects of the law. Smaller businesses will incur the cost burden of hiring consultants and other professionals to navigate them through the law.

Second, a single frivolous or malicious complaint could result in extensive litigation crippling or bankrupting small businesses, even in the event that the employer has done no wrong.

Finally, the Chamber has concerns that expanding the pregnancy benefit provision to these very small employers will create an additional undue burden. Larger employers have more options to provide coverage for the missing employee. Smaller businesses have fewer people to spread the work amongst. Both the cost and loss of services burden is greater for a small business. The United States Congress recognized this issues when it set 50 employees as its minimum limit for the Family Leave Act.

Altering this law will burden the very smallest of businesses and inhibit their ability to grow. The Chamber of Commerce recommends the retention of this very good law in its present form.